

OVADIA HEART HEALTH

RESILIENT LEADERSHIP

In an age where the “drumbeat” of stress in the workplace is constant. Instead of hashing over the negative repercussions of stress, let’s turn it upside down and look at how to build resiliency in the workplace.





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Resilient Leadership



In an age where the “drumbeat” of stress in the workplace is constant. Instead of hashing over the negative repercussions of stress, let’s turn it upside down and look at how to build resiliency in the workplace.

From a definition standpoint resilient embodies hardy, robust, feisty, durable, resistant, supple and sturdy to mention just a selection of synonyms. We no longer live in the ‘no pain, no gain’ mentality (hopefully) that said having a bit of mental fortitude can go a long way in building productive teams.

Then the question comes, how do we build resiliency and what practices best support this?

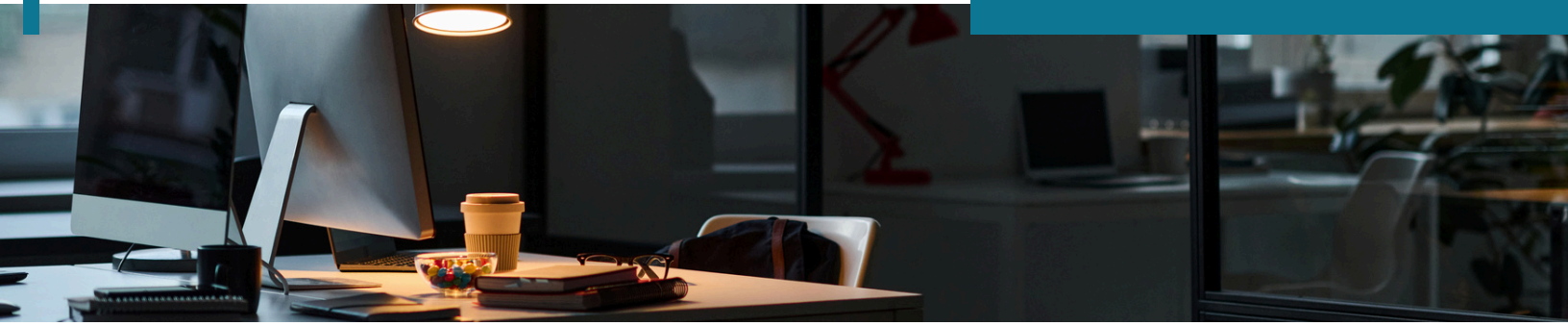
Five simple strategies to boost a more resilient work force:

- 01 Improve metabolic health markers
- 02 Lessen the environmental toxins
- 03 Encourage nutrition that reduces inflammation and blood sugar volatility
- 04 Support regular mental and physical breaks throughout the day at all levels
- 05 Educate employees on sunlight, heat and cold therapies to rejuvenate

Metabolic health vs. disease management

In almost every avenue of health today metabolic health is a hot topic. Much of the conversation is spawned by the MAHA (Make America Healthy Again) but also in emerging fields such as Metabolic Psychiatry. Leaders in the later like Dr. Georgia Ede[1] and Dr. Christopher Palmer[2], clinical psychiatrists who now offer their patients the ketogenic diet as a treatment option for a wide range of mental health issues.

Given only 12% of US Adults have good metabolic health[3], this is a huge opportunity for employers to make a difference. We know poor metabolic health is a precursor and or major contributor to conditions such as pre-diabetes, type 2 diabetes, heart disease, obesity, auto-immune disorders, stroke, joint and inflammation conditions and to a poor overall immune system.



Historically corporate wellness programs have been led by medical or insurance providers focusing primarily on “disease management.” This out-of-date practice does not address metabolic health and from a business perspective not financially sound. You’re paying for a program with little to no results that does not seek to improve the root cause of the conditions. Isn’t doing the same thing over and expecting different results the definition of insanity? If not irrational at least a negative return on your financial investment.

Employee wellness programs that educate and ultimately improve the five official metabolic markers are forward thinking companies. These markers are waist circumference, blood pressure, blood glucose, triglycerides and HDL cholesterol.[4] Efforts such as reducing impact on blood sugar and insulin through low sugar, low carbohydrate and a whole foods diet support good metabolic health.

As do encouraging resistance training and general overall daily movement, with opportunities to step away from the computer for those in office settings. Improving sleep management and offering programs for better stress management with resiliency tools support better metabolic health management.

“Lifestyle modification is needed to prevent metabolic syndrome and the associated risks of diabetes and cardiovascular disease.”[5]

Lessen the toxins in the workplace

Dr. Angela Stanton a migraine specialist helps educate individuals to reduce the incidence of migraines with her Stanton Protocol.[6] In a recent interview[7], she suggests a simple way to help individuals who suffer from migraines is to eliminate fragrances and cleaning odors in the workplace. In her work many restroom products and odors can trigger those susceptible to migraines. Finding non-fragrant solutions and encouraging individuals to be mindful of overly powerful perfumes, body products and other potential odor pollutants.

Putting in good air filters and making sure the workspace is mold free can be an additional positive step towards a healthier workplace. Having filtered water as an option for employees where they can easily refill personal water bottles. Lastly, if outdoor space is available, have tables and chairs that invite a lunch outdoors and or even just a short break to absorb some natural light and air.



Nutrition that supports improved metabolic health

When seeking to augment resiliency, managing your blood sugar is a helpful tool to incorporate. A continuous glucose monitor (CGM) can be a highly effective tool, when individuals see first-hand the impact of their choices, change happens within. They feel empowered and have a deeper understanding not only about nutritional choices but non-nutritional areas such as stress, exercise and sleep. They can learn how to combine various foods that promote more stable and normal range levels of blood sugar.

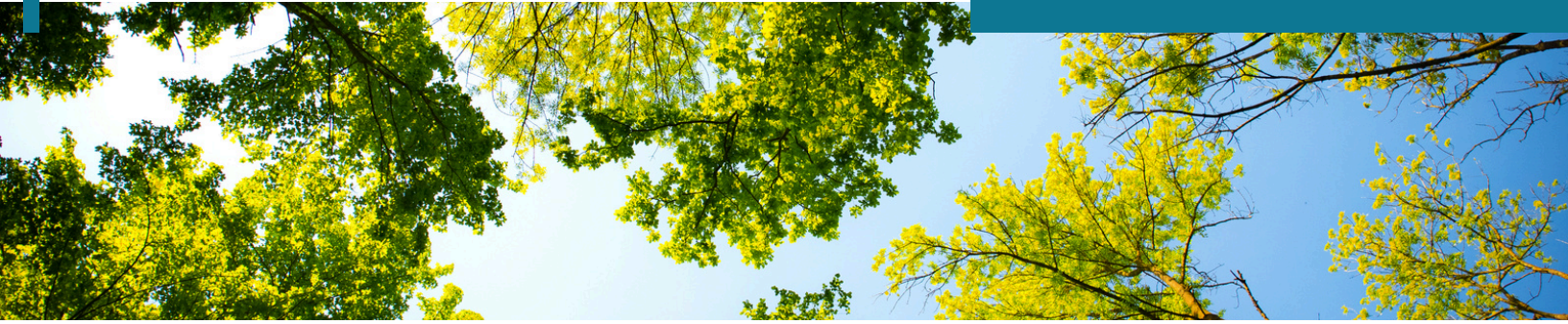
Highs and lows of blood sugar can impair your ability to focus and feel stable all of which can impact your stamina and resiliency. This is described by individuals as the “blood sugar roller-coaster” and can over the long-term lead to other chronic conditions as mentioned earlier. From the employer perspective minimizing highs and lows nutritionally allows employees to focus and be on a more stable ground to efficiently handle work stressors.

What are you as the employer offering be it in your vending machines, company meetings and items in the breakroom. Lead by example, if offering snacks think of protein-based options like meat or cheese sticks, nuts along with an electrolyte or bottled water options. If the company is bringing something in for a special occasion think beyond sweet and sugary based options that can negatively impact blood sugar.

Employees that are empowered to make better decisions on food choices at work will see a knock-on effect at home. If a self-insured company (and even if not) this overall improvement in the whole household’s metabolic health can lead to improved health insurance costs over the long term. Play the long metabolic health game!

Educate on rejuvenating practices

Encouraging a workplace that advocates for regular breaks and whenever possible getting outside is a boon for health as well as stress reduction. In 2020, Cornell University published a report stating as little as 10-minutes a day outdoors (even in an urban setting) could lessen the impact of both physical and mental stress.[8]



“They found that the range of 10–50 minutes in natural spaces was the most effective to improve mood, focus and physiological markers like blood pressure and heart rate.”

Dr. Jim Loehr, a well-known performance psychologist[9] and author of numerous books like *The Power of Full Engagement* and *The Mental Game* talks frequently about the power of rituals in sustainable change.[10] Personally, a recent ritual I started several years ago was reading a few pages of books, articles and publications pertinent to my field every morning with my morning coffee it requires getting up regularly at 5:00 am prior to the workday. This has enabled me to read double the amount of material I had previously accomplished.

Educating employees on the benefits of therapies such as light, cold and heat can encourage individual practices to augment metabolic processes, boost immune system and in general build resiliency. Dr. Andrew Huberman[11], neuroscientist and professor at Stanford University has a plethora of podcasts[12] with well-known experts on the benefits of light therapies as well as heat and cold. Researcher, Mike Mutzel, MS of High Intensity Health offers good insight on the benefits of sauna[13] and cold plunge[14] for health enhancement.

While the tools of heat and cold therapies may not be offered onsite in the workplace helping employees to simply get outdoors and enjoy any minutes of sunlight is doable. Additionally, education on simple “do it yourself” techniques as hot and cold shower regimes, morning sunlight safe and effective minutes along with other self-care practices is empowering and resiliency enhancing.

Final Note

Constant talk about stress and stress levels does not get to the root cause of these issues. A forward-thinking corporate wellness programs sees the issue and takes action to build resiliency at the individual and company level to enhance performance and improve productivity. Lead by example in metabolic health for future business growth.



RESILIENCE

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OUR TEAM



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Dr. Philip Ovadia

Board-certified Cardiac Surgeon and founder of Ovadia Heart Health

Our mission is to optimize the public's metabolic health and help people like you stay off my operating table. As a heart surgeon who used to be morbidly obese, I have seen firsthand the failures of mainstream diets and medicine. I realized that what helped me lose over 100 pounds was the same solution that could have prevented thousands of open heart surgeries I've performed – metabolic health. Through Ovadia Heart Health, I teach individuals and organizations my complete metabolic health system to prevent and reverse disease, avoid early death, and live well for life.



Next Steps: Your heart's health is too important to leave in the hands of someone who doesn't fully support your wellness journey.

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