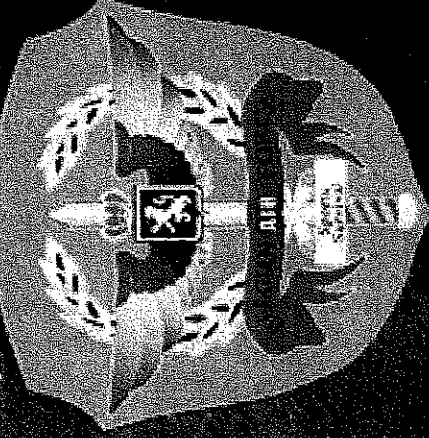


A Strategy for Positive Fitness



Concept Manager : Major Eddy LIEVROUW
Exercise Program Designer : ADC Pol LAMBIN

Presented by Captain Bruno WELTER

Lay Out : Adjt VERGOOSEN

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Overview



- Scope & introduction
- Aim
- Bottom line criteria
- Satisfying the needs
- Flowcharts
- Tests & Screening
- Management
- Time frame
- Status report 1 W
- Conclusions

Scope & Introduction



« You cannot run well an organization with people only half-well... »

Former Vice-President PepsiCo

Scope & Introduction



Average Old Tests

Completed 57 %
Passed 42%



1987 1996
■ Completed Tests ■ Passed Tests

Scope & Introduction



« If you keep on doing what you have always done, you will keep on getting what you have always got »

Jim Sullivan

Key Objectives



A program promoting total fitness to :

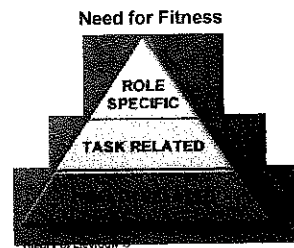
- Ensure efficiency benefits to the employer.
- Ensure health benefits to the individual.
- Enhance image building by duty of care as an employer.

Bottom Line Criteria

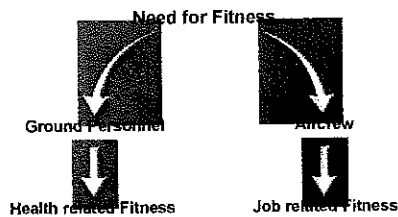


- Only not statutory tests.
- Total quality management.
- Individual attitude change through motivation.
- Cost effective

Satisfying The Needs



Satisfying The Needs



Basic Components



- Life Style Educational Program (LEP)
 - Aim :
 - Fitness Culture.
 - Long term attitude change.
 - Tool : **Fitness & Health Committee (FHC)**
 - FHC in each unit.
 - PTI - Medic - Catering - others.
 - Adapts concept to needs of unit.

Basic Components

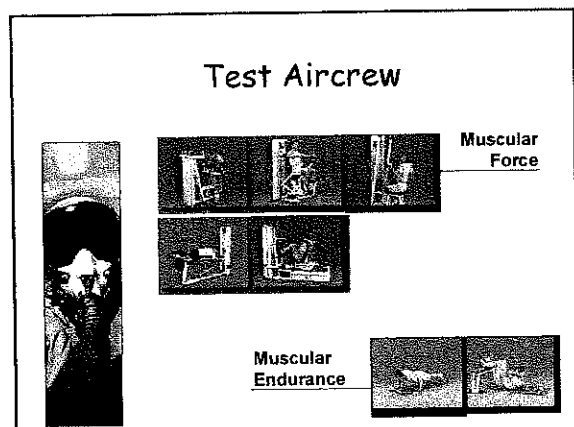
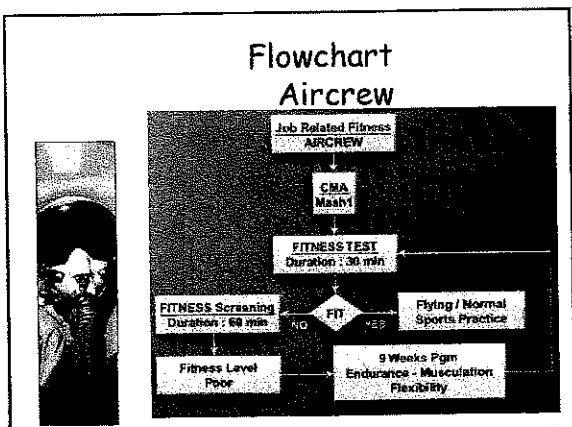
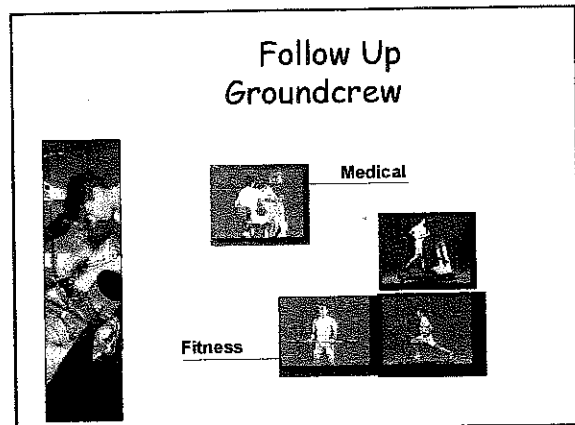
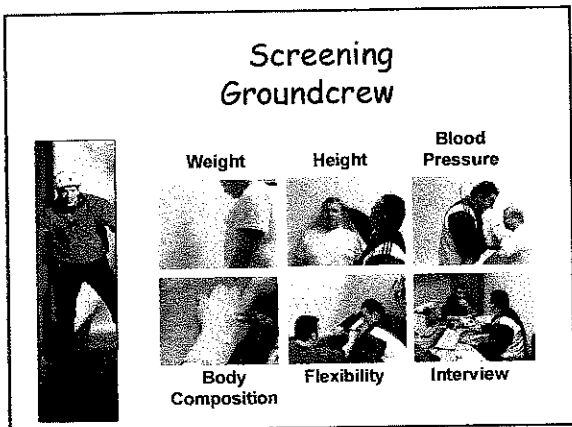
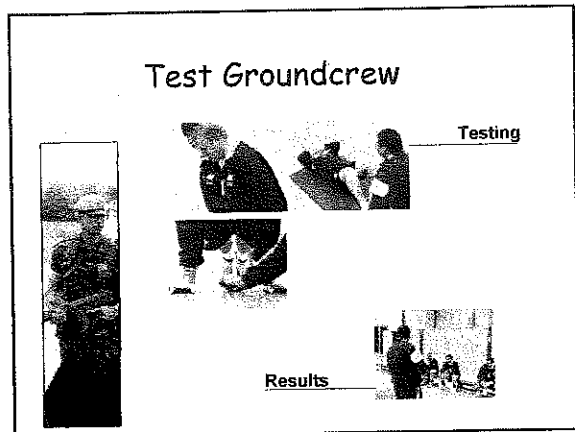
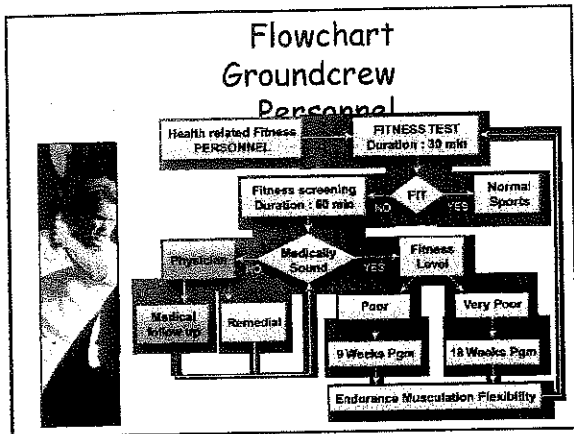


- Life Style Educational Program (LEP)
- Fitness Testing Program (BAFFITT)
 - Aim : Performance Indicator.
 - Includes Follow Up.

Basic Components



- Life Style Educational Program (LEP)
- Fitness Testing Program (BAFFITT)
- Fitness Implementation Team (FIT)
 - Aim :
 - Improving the process.
 - Adapting to the needs of the customers.



Management

Critical Success Factors



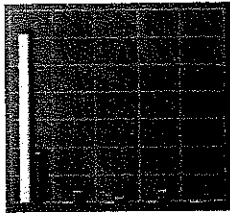
Management

Quality Participants Experience



- Attraction of participants :
 - ⊖ "Mandatory" participation not successful.
 - ⊖ Awareness of consequences (health & career).
 - ⊖ Motivation.
- Exercise adherence of participants :
 - ⊖ Follow up.
 - ⊖ Perception of quality.

Participants Indisponibility



Manhours pro year :

Old	31.209
New	<u>15.925</u>
Difference	-15.283

Old Tests
 New Concept

Management

Quality Fitness Personnel Experience



- Overall Management.
 - ⊖ Allow Personnel to train.
 - ⊖ Data Analysis.
 - ⊖ Fitness Part of Air Force (Armed Forces) culture.

Management

Quality Fitness Personnel Experience



- Overall Management.
- Medical Branch.



Management


Quality Fitness Personnel Experience



- Overall Management.
- Medical Branch.
- Public Relations.
 - ⊖ External : Air Force (Armed Forces) as a Caring Company
 - ⊖ Internal : Perception of Fitness as a key issue.


Management

Quality Fitness Personnel Experience




- Overall Management.
- Medical Branch.
- Public Relations.
- Physical Educational Branch :
 - Assessment & Prevention.
 - Fitness Skills.
 - Disponibility.
 - Fitness Salesmen.

Formation PTI




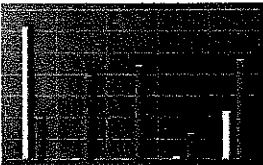
Physical Coaching Mental Coaching



Fitness Counsellor

Physical Education Workload

Manhours pro year :





Old	4.538
New	<u>8.193</u>
Difference	+3.835

Old Tests New

Workload PTI

+- 70 HOURS PTI YEAR



OK

But need for :


- Start-up
- Data analysis.
- Supervision & Evaluation.
- Raising the standards.
- Educational Health Program.
- Study.

↓

1 NCO BM PTI : Full time at Staff or HQ level.

Management


Quality Business Experience




- Holistic Approach.
- Strategy.
- Procedures.
- Marketing.
- Investments.

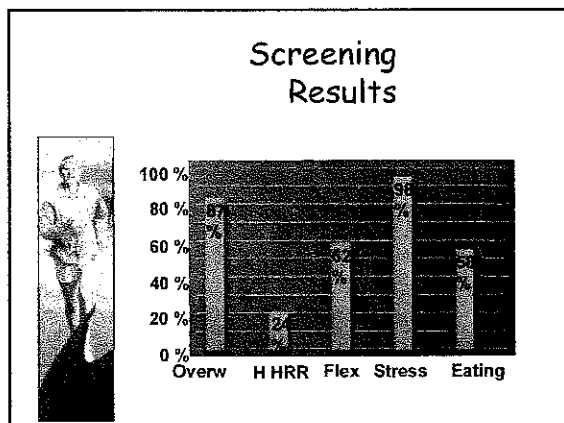
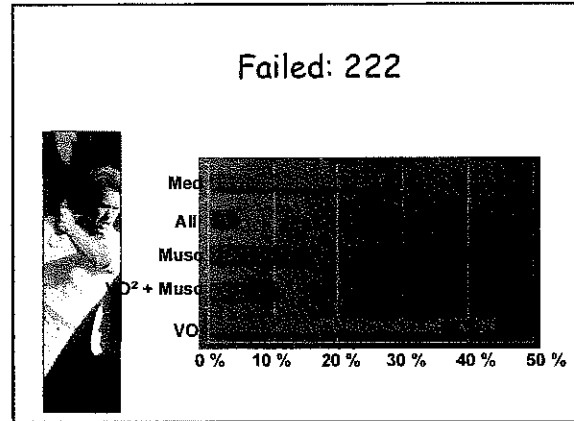
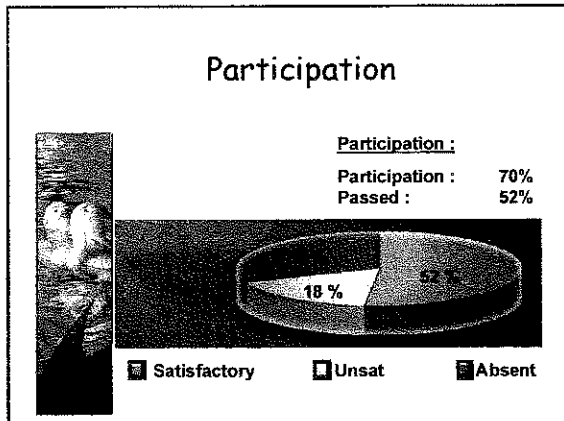
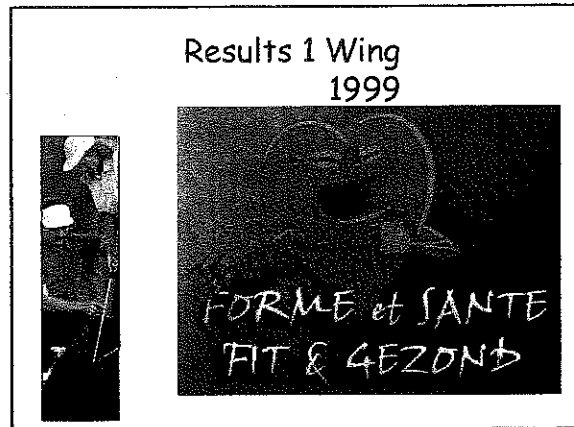
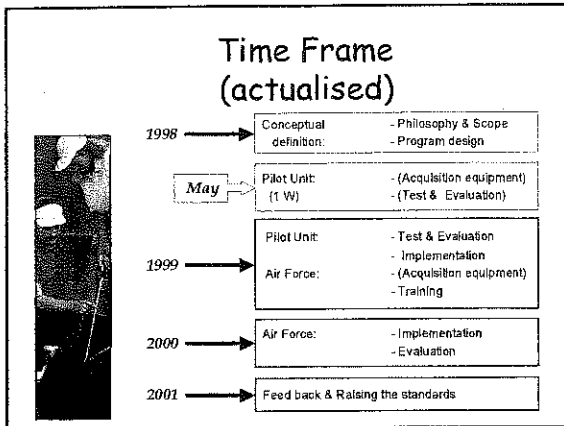
Investments

New Concept Basic



Module Cardio **Module Force**





- ### Troubleshooting
- « Tests voor Mietjes »
 - What about the equipment ?
 - Directives are not complete.
 - Task related tests for other personnel.

Proposal



- Year 2000
 - ⇒ Air Force :
 - BAFFIT replaces MTLG
 - ⇒ Army :
 - Some units as testcase (?)
- Decision Armed Forces ←

Proposal



- Year 2000
- Working Groups
 - ⇒ Criteria :
 - "l'Union fait la Force".
 - Avoid proliferation.
 - Small scaled.
 - Improved cooperation with other nations & civilians.
 - ⇒ Existing :
 - BAF : FIT : Involvement of MS (Aircrew).
 - JS : BLS : Enhance participation of MS (Task related).
 - Problem : ambiguity position BLS within ITC.

Proposal



- Year 2000
- Working Groups
- Way Ahead
 - ⇒ One coherent fitness process for Belgian Armed Forces.
 - ⇒ Customer adaptable tests.
 - ⇒ Increase efforts on Task Related Fitness.
 - ⇒ Develop a fitness cost management model.

Conclusions



- A philosophy that works.
- Process adaptable to customers needs.
- Adaptable to Armed Forces needs.
- Emphasis on individual motivation.
- Regular data flow for managerial correction.
- Professional Fitness Personnel.



Thank You For Your Attention

