

Employee Wellness Program Proposal

1. Role-Play Dialogue Text (Approximately 10 minutes)

Characters:

- **HR Manager** (Lisa)
- **Health & Safety Officer** (Mark)

Lisa: Mark, we've been discussing the idea of implementing an employee wellness program. If we introduce wellness initiatives, then we could improve overall employee morale.

Mark: I completely agree, Lisa. A structured wellness program could also reduce absenteeism and increase productivity. Have you considered which aspects we should prioritize?

Lisa: Yes, we could start with physical health programs, such as gym memberships, on-site fitness classes, and healthy cafeteria options. If we provide these, employees may feel more engaged and valued.

Mark: That makes sense. However, we should also focus on mental health. If we offer stress management workshops and counseling services, then employees might handle workplace pressure more effectively.

Lisa: Good point. Some companies have already implemented flexible work arrangements to support employee well-being. If we introduce hybrid work options, then we could improve work-life balance.

Mark: That's an excellent idea. We should also conduct a survey to understand employees' needs before finalizing the proposal. If we gather feedback, we can tailor the program to be more effective.

Lisa: Agreed. Let's draft a proposal including these initiatives and present it to the executive team next week.

Mark: Sounds like a plan! If they approve, we could launch the program next quarter.

2. Comprehension Questions and Sample Answers (Approximately 5 minutes)

1. What are some key benefits of an employee wellness program mentioned in the dialogue?

Sample Answer: The wellness program could improve morale, reduce absenteeism, increase productivity, and enhance work-life balance.

2. What physical health initiatives did Lisa suggest?

Sample Answer: She suggested gym memberships, on-site fitness classes, and healthy cafeteria options.

3. How does Mark propose to support mental health in the workplace?

Sample Answer: He suggests offering stress management workshops and counseling services.

4. Why does Lisa believe a survey is necessary before implementing the program?

Sample Answer: She believes gathering employee feedback will help tailor the program to meet employees' specific needs.

3. Teacher's Lesson Points (Concise Version)

Pre-Class Preparation:

- Review the dialogue, key vocabulary (wellness, morale, program), and grammar points (modal verbs and conditionals).
- Be prepared to explain additional details related to workplace wellness programs.

Introduction (2–3 minutes):

- Start with a warm-up question: “Does your company have a wellness program? If not, what initiatives do you think would be beneficial?”
- Introduce lesson objectives: improving business discussion skills, using conditionals, and discussing workplace well-being.

Reading & Analysis (10 minutes):

- Have the student read the dialogue aloud.
- Focus on pronunciation, intonation, and natural flow.
- Pause to highlight modal verbs (“could,” “should,” “might”) and conditionals (“If we introduce..., then we could...”).

Comprehension Check (5 minutes):

- Ask comprehension questions and provide immediate, constructive feedback.

Role-Play Practice (Remaining Time):

- Conduct a role-play with the teacher as Lisa and the student as Mark (or vice versa).
- Encourage the use of key vocabulary and grammar structures.
- Provide feedback on fluency, clarity, and accuracy.

Wrap-Up (2–3 minutes):

- Summarize key vocabulary and grammar points.
- Assign a homework task: “Prepare a short proposal (100 words) outlining an ideal wellness program for your company, using at least three conditional statements.”