

COLUMBIAASIA

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MAKE A DIFFERENCE



FULL OF LOVE, PEACE AND BLESSING, SELAMAT HARI RAYA

SALAM AIDILFITRI

EID MUBARAK TO ALL MUSLIMS AROUND THE WORLD

Ramadan, beyond being a month of fasting is also about spiritual contemplation, personal reflection and physical practice. This year, Ramadan concludes with the planned sighting of the new moon in the West following sunset on the evening of 14 June. Eid-ul-Fitr, which is a religious, cultural and social celebration will follow.

In Malaysia, Eid-ul-Fitr is observed with great enthusiasm by Muslims and fellow Malaysians. Delicious food and drinks, and precious time spent with family and friends are the quintessential features of this month-long celebration.

In this edition of Make A Difference Magazine, we have prepared some suggestions for a healthy way to celebrate this special time. We hope you enjoy reading this issue. Feel free to share these tips and suggestions with your loved ones.

On behalf of Columbia Asia Group, we wish you, in every shared smile and laughter; in every silent prayer answered; in every opportunity that comes your way – may God bless you immensely!

Selamat Hari Raya!

Columbia Asia





SENAMAN HARI LEBARAN

Makan keterlaluan di musim Raya ini boleh menyebabkan kita rasa lemah dan malas. Namun, senaman ringan boleh mengembalikan tenaga, kata Shafiq Azhar.

Di penghujung bulan Ramadhan, ramai yang turun berat badannya disebabkan perubahan diet dan rutin. Di penghujung bulan Syawal pula, ramai pula yang kembali kepada berat asal,

malah berkemungkinan lebih berat dari dahulunya! Maklum sahaja, hidangan Hari Raya seperti lemang, ketupat dan rendang sangat menguja selera. Situasi ini terjadi lebih-lebih lagi kepada mereka yang langsung tidak bersenam selama berpuasa dan tidak pula menjaga kalori dengan baik.

Jangan gelojoh

Dari tabiat kurang makan di bulan Ramadhan, ke berlebihan makan secara tiba-tiba. Ini akan membuatkan badan anda terkejut dengan jumlah kalori yang naik mendadak. Senaman semasa Hari Raya sedikit sebanyak dapat membantu anda dalam menjaga kesihatan.

Carilah masa dan cara yang sesuai untuk bersenam di musim Raya.

Hidangan pagi Raya

Apabila bersarapan di pagi Syawal, jangan pilih makanan yang tinggi kandungan lemaknya. Mengambil makanan berlemak semasa Hari Raya boleh membuat anda berasa kembung dan malas.

Pastikan anda makan banyak buah-buahan dan sayur-sayuran. Lebihkan minum air masak. Minum 250ml air setiap 10 minit berselang bersenam.

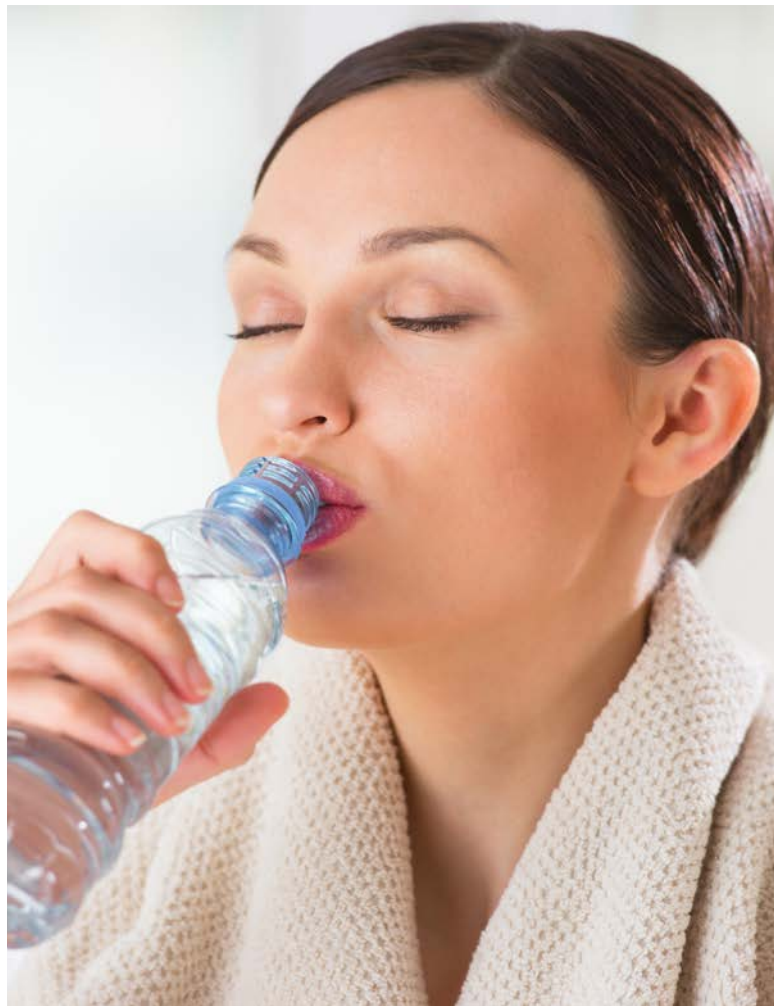
Curi waktu bersenam

Bangun seawal pagi sebelum ke solat Hari Raya untuk melakukan senaman. Lari setempat selama 20 hingga 30 minit (senaman berintensiti rendah di rumah).

Jika di kampung, ambil kesempatan untuk menghirup udara pagi yang nyaman.

Jika tiada waktu untuk bersenam di waktu pagi, cuba bersenam sebelum tidur, walaupun selama 10 minit. Hanya lakukan senaman yang ringan atau berintensiti rendah. Lompat bintang, squat, push ups — semua ini adalah senaman yang tidak memerlukan anda berlari atau menggalas beban.

Lakukan ini selama satu minit dan diulang sebanyak 4 ke 6 kali. Biar sedikit, asal konsisten!



A HEALTHY RAYA

THE SEASON OF LEMANG AND RENDANG IS HERE!
IF YOU ARE THINKING OF HOSTING A RAYA OPEN HOUSE,
FELICIA WONG SHOWS YOU FIVE WAYS TO MAKE IT A
HEALTHY ONE.



A HEALTHY RAYA

Ramadhan is nearly coming to an end. Many Muslims are already preparing for Hari Raya. Soon it will be open house season where families are delighted to become hosts. They are excited over the variety of cookies, lemang, rendang and many other Hari Raya goodies. But what about guests who are on a diet? What is best to serve them?

We always think healthy food is not tasty but that is not true. We can always balance it by cooking or preparing the right way. There is no need to compromise taste over health. Here are some useful tips for you to please your guests while keeping their waistline in check (your guests will thank you for your effort!).



RAYA F O O D



Cut Down the 3Ms

That would be minyak, manis and masin! Cutting down on salt, sugar and oil will not make your dishes less tasty.

In fact, your health-conscious guests (and your other guests too) will appreciate your effort and will want to try everything!

Choose Healthy Drinks

Long gone are the days when people expect you to serve sweet or carbonated beverages. Infused ice water with mint leaves and lemon is so much classier!

On top of that, it is also good for hydration. If you intend to serve coffee or tea, make it plain or black. Serve milk, creamer or sugar on the side so your guests can choose their sweetness level or opt not to have sugar at all.

Many people nowadays are opting for sugar-free drinks for health reasons.

Fruits and Vegetables

You can serve Hari Raya goodies at your Open House but do add fruits and vegetables as ulam for your guests. Be creative in how you serve them such as cutting them into pretty shapes.

You can even make fruit cocktails. These can be an appetizer as well as a dessert for your guests. Both are equally healthy and easy to prepare.

RAYA F O O D



Use Smaller Plates

Everyone knows you tend to overeat when there is a variety of food and goodies available.

By providing them with bigger plates, you are encouraging your guests to overeat which is unhealthy. Provide them with smaller plates to help them control their portion.

Prepare Healthy Dishes

As some guests may be watching their weight, they will appreciate you serving them healthy food. Cooking methods can make a world of difference so opt for boiling, roasting, steaming, baking or braising whenever possible.

For example, you can prepare cauliflower fried rice or soupy dishes like soto (hold the MSG!). Serve roast chicken instead of fried. You can also complement these dishes with ulam and lots of other greens too. Make them colourful and healthy at the same time!

TOWARD EMPLOYEES' GOOD HEALTH

HEALTHY EMPLOYEES ARE PRECIOUS TO AN ORGANISATION. JESPUVAN SINGH SUGGESTS WAYS TO INCREASE PRODUCTIVITY AND PERFORMANCE AT THE WORKPLACE.

The ability of an organisation's employees to perform depends enormously on their overall wellbeing; the ability to cope with stress, how much physical activity they get, how they balance work and family life as well as the amount and quality of food they consume especially when moving in this competitive and uncertain business environment.

Are your employees getting the necessary guidance to adopt such a lifestyle? Do they have the know-how towards becoming fit and healthy? Do they know what it takes to prevent illnesses, especially non-communicable diseases (NCD) such as heart disease, hypertension or diabetes?

When employees are diagnosed with NCDs, the prevalence of absenteeism and presentism at the workplace increases. Concurrently, healthcare expenditures increase while profits decrease. Interestingly, for every one person diagnosed with diabetes, another remains undiagnosed.

For every two known hypertensive adults, three remain undiagnosed (1).

Consequently, the issue of employees' wellbeing can be woeful and must be addressed urgently. If effective interventions are not put into place in the near future, employers will be paying a higher price in coming times.

Currently, the cost of healthcare in Malaysia has been on the rise. On average, the rise has been about 15 percent annually. To put this into perspective, the cost for medical treatment doubles almost every six years (1).

Organisations no longer can afford to be reactive. Strategic and proactive interventions must be put into place to ensure that companies do not need to firefight leading to additional costs.

Here are three factors to consider in order to create a healthy workforce:-

1. Education

The first step towards a healthy workplace is to equip employees with the right knowledge about health. Get them to understand what healthy habits to practice and what unhealthy habits to avoid. Learn how to calculate their 'target heart rate' so they have a more results-based cardio workout which is better than exercises that are based on trial and error. A cardio workout will effectively get them to lose weight and achieve a healthy blood circulation.

Being educated in health also means understanding where you are and what you need to do about it. Health screening helps employees understand their health better. By learning about their blood profile, they will be able to take the necessary steps towards better health. According to the Social Security Organisation (SOCSO), the majority of employees are unaware of their current health status. From SOCSO's observation, 66 percent of employees have never participated in any type of screening (2). This means the majority of employees are unaware of their health status therefore becoming highly susceptible to preventable diseases.



2. <https://today.mims.com/to-improve-malaysia-s-economy--the-ncd-epidemic-needs-to-be-addressed>



For those who have been screened, it was found that:-

- 73 percent of workers aged above 40 were either overweight or obese.
- 62 percent have high or borderline cholesterol levels.
- 9 percent were found to be diabetic.
- 20 percent have hypertension.
- 21 percent are pre-hypertensive.

If these numbers represent the minority, what about the majority who are unaware? Firms are moving fast into a pathological state.

Educating employees is really the stepping-stone for future successes. Employers need to prioritise a comprehensive corporate wellness programme for their employees. In the programme, it is recommended to include blood screening, advice about lifestyle habits, disease prevention, stress management, nutrition and exercise topics.

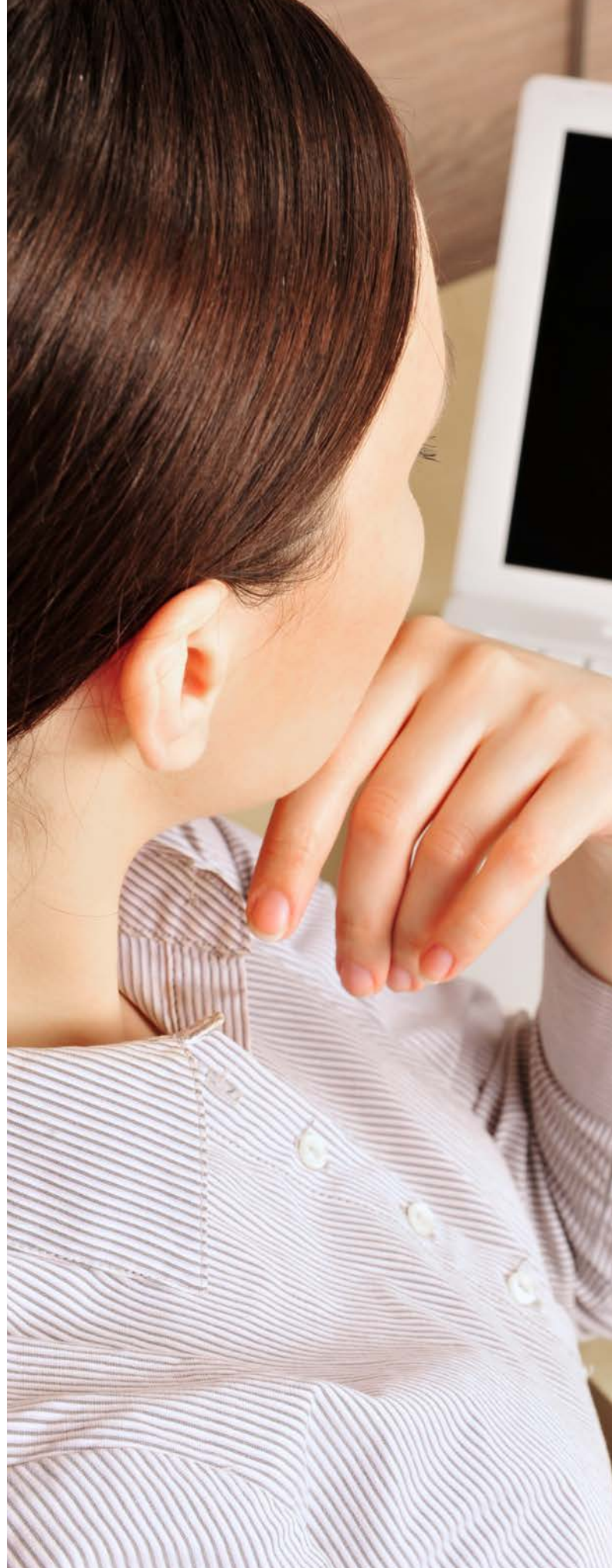
2. Execution

Contrary to popular belief, knowledge is not power. It is only potential power. Knowledge can only give you information but eventually, real power lies in the execution. What you do is more valuable than what you know.

Employers can introduce practical sessions to understand how to put tips into practise. It is important to know how to use the 'plate method' than just learning about the 'food pyramid'. A basic fitness assessment can be conducted to gauge employees' fitness. Many employees tend to overestimate their cardiovascular fitness level. With physical sessions, employees will know if they are really fit (or not!).

Organisations have started wellness programmes throughout the region but many tend to focus on talks. A standard scenario – employees are gathered in an auditorium during lunchtime where an expert will be invited to cover a particular topic and speak for 30 minutes.

This is not enough to impart health advice much less putting them into practice. For those who are outside normal health and fitness parameters especially those with complications, mere advice may not be enough.





FACTORS TO CONSIDER

1) Are physicians involved in providing guidance?

2) Are the advices given by nutritionists, exercise trainers and health care professionals practical and can be applied when employees return to work/go back home?

3) Do they know what 'a serving' means?

4) Do they know about nutrition labels?

5) Are modules centred towards masses or individuals?

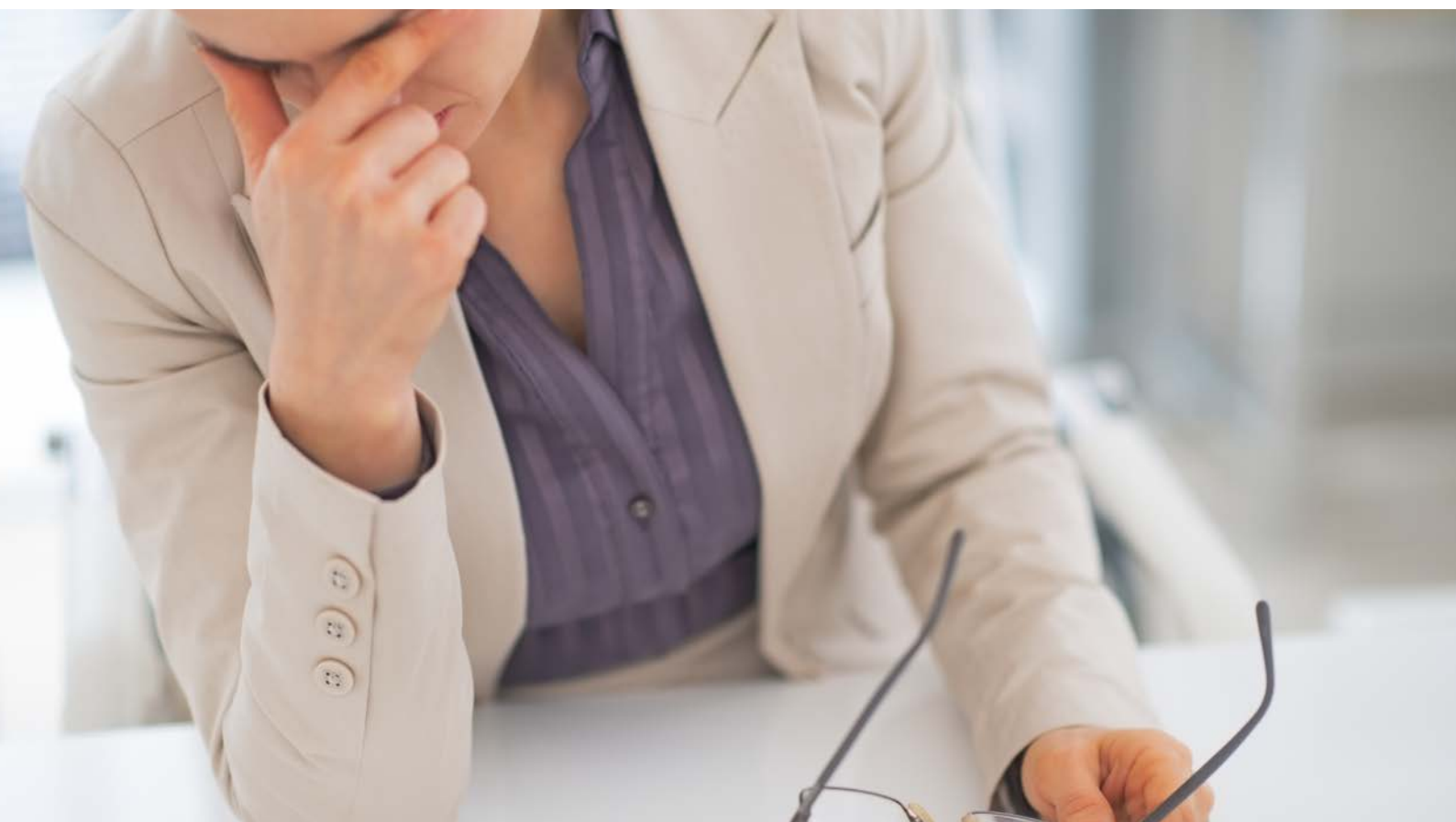
6) Are exercise programmes focused on a single type of exercise or do they include cardiovascular, strength and flexibility?

3. Environment

In any effort towards promoting a healthy workplace, sustainability is a crucial factor to consider. The creation of a 'supportive environment' is seen as an important development in ensuring the longevity of a wellness initiative (4).

In working together to create supportive environments in promoting healthy worksites, it was discovered that there is a correlation between costs and employees' risk factors, and the number of employees with the risk factors. As they age, employees' health status gradually drifts from low-risk to moderate-risk, and eventually to high-risk. This creates a financial burden for the institution. However, this ailing trend can be overcome by creating a healthy environment at the workplace.

Creating a supportive environment has been regarded as an essential step in developing and delivering a result-oriented worksite wellness programme (5). Employees spend long hours at work hence a health-promoting environment will make it easier for them to adopt healthy behaviours.



4. <http://www.healthyculture.com/Articles/Art%20of%20HP%202008.pdf>

5. <https://www.welcoa.org/wp/wp-content/uploads/2014/06/06environment.pdf>



When employees are provided with weight management and healthy-eating classes, they should not return to a cafeteria that serves high fat and non-nutritious foods. If this is the case, employees will not be able to demonstrate desired results. This is akin to organizing smoking-cessation classes but not banning smoking on the premises.

SOC SO's CEO, Dr Mohammed Azman Aziz Mohammed, has urged employers to play a part in tackling NCD by ensuring a work environment that promotes a healthy lifestyle (2).

To create your supportive environment, consider these five key areas:

1. Physical activity
2. Tobacco use
3. Nutrition/weight management
4. Workstation/ergonomics
5. Stress management

Start examining these areas in detail, and systematically come up with action plans to create your organisation's healthy supportive environment.

Get moving!



EID MUBARAK

**MAY ALLAH ACCEPT YOUR GOOD
DEEDS AND PRAYERS.**

A collage of various Southeast Asian dishes, including skewers, fried items, noodles, and soups, surrounding a central image of a man with his eyes closed, suggesting a state of relaxation or meditation.

Unfortunately, for some, food can also be an emotional coping tool. Overeating can sabotage your health and puts more than just your physical health at risk. It can affect your mental health and self-esteem, as well as your social and family life.

Eating may initially help to ease stress or anxiety but instead, it may generate negative feelings. You may gain weight and deal with body image issues, obesity and multiple metabolic diseases. In fact, this could lead to a cycle of more emotional-eating.



To curb this unhealthy eating habit, try these health tips:-

Eat Slower

Your stomach actually takes about 20 minutes to communicate with your brain that you are full from eating. So chew each mouthful several times. Take time to savour the flavours and textures in your meal.

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Don't Skip Meals

If you are very hungry, you may be more likely to overeat. Many people skip breakfast but eating early in the day may actually help you maintain a healthy weight and help you resist overeating.

In fact, eating breakfast may increase dopamine levels in your brain. Dopamine has the power to help control cravings and the impulse to overeat.

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Get Enough Sleep

When you are tired, you may eat more than usual. In fact, a recent study shows that poor sleep is directly related to both increased stress and emotional eating (interestingly, this is more prevalent in women than men!).

Eat Whole Foods

Reaching for healthier foods may ease overeating. When you eat processed foods, particularly simple carbohydrates or other foods high in sugar, your blood sugar spikes and then crashes. As a result, you become ravenously hungry again. Processed foods include anything from candy bars to sugary breakfast cereal to pasta and breads made of white flour.

Try sticking with whole foods such as vegetables, fruits, nuts, whole grains (complex carbohydrates), fish, grass-fed meats and healthy fats like olive oil. Focus on eating healthier snacks like carrot sticks, cherry tomatoes and other vegetables and fruits.

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Distract Yourself

Try replacing your overeating with another activity. Exercise is a great option that may help improve your body image. Try to take a walk around the office, go jogging or head out to the gym to lift some weights. Aside from exercises, there are many other ways to manage stress. Meditation, yoga or a simple phone chat with a friend can also help.

BURN THOSE FATS!



Fitness Instructor Sharmaine Annet Dorai shows you how to burn fat and build muscles.

Boat Planks

Sit on your tailbone and lean back. Lift your feet off the ground with arms stretched to the front. Hold this position for one minute.

Benefits

- Works and strengthens the core (abs).
- Tightens, tones and burns belly fat.



Wall Sits

Lean against a flat surface, cross your arms and form a sitting position. Hold this position for one minute.

Benefits

- Tightens and tones the quads (thigh muscles).
- Burns thigh fat and helps reduce cellulite.



Leg Lifts Palm Planks

Form a plank with both palms down. Lift one leg up and hold for one minute. Switch sides.

Benefits

- Works and strengthens the core (abs).
- Tightens, tones and burns belly fat.



ULTIMATE SOLUTION TO WELLNESS

MAKE A DIFFERENCE



Wellness is simply the process of being aware of and actively working towards better health

Columbia Asia has been providing their corporate clients with a variety of wellness programs (health talks, on-site screenings, events etc.) for over a decade. Now, they have decided to move forward to a more sustainable wellness initiative.

In October 2016, Columbia Asia gathered a team of experts to design a program which they called Make-A-Difference Lifestyle Modification and Health Intervention Program.

In February the following year, the M-A-D program was launched as the first pilot project in collaboration with one of Malaysia's leading GLCs. The result was astonishingly positive. That motivated Columbia Asia to further its initiatives with a more comprehensive and inclusive program – the Corporate Health Transformation Program.



Health and Wellness in Malaysia

Chronic disease is the leading cause of death in Malaysia. Poor health among working-age individuals costs the country about 7.1% of total GDP (Victoria Institute of Strategic Economic Studies, 2016). Most of this poor health constitutes various chronic diseases.

CORPORATE HEALTH TRANSFORMATION PROGRAM

BY COLUMBIA ASIA

The Only Solution

A study done by the World Health Organization (WHO podcast, 1st podcast—2009 episode number 56] found that 60% of all deaths annually are due to preventable, non-communicable diseases like cancer, cardiovascular disease and diabetes. These diseases have common risk factors which include inappropriate diet and physical inactivity, both of which are related to lifestyle and personal choices. The same WHO study reported that lifestyle intervention via small modifications to people's behaviour, is the best and only answer to the problem.

Corporate Health Transformation Program

To create real, achievable, measurable and cost-effective preventive solutions, comprehensive lifestyle modification is necessary. This involves altering long-term habits, typically of eating or physical activity, and maintaining the new behaviour indefinitely. Lifestyle modification can be used to treat a range of diseases, including obesity.

Towards realizing the vision 'A passion for making people better', Columbia Asia has taken the initiative to start and lead the movement towards prevention in corporate healthcare in Malaysia.

The first important step has been to design and develop a personalised lifestyle modification and health intervention program for its corporate clients. By working directly with corporations and their employees, Columbia Asia is helping to create a culture of health that can mitigate the rising costs of healthcare faced by individuals, companies and insurers.

Columbia Asia's corporate health transformation program has two phases.

Phase One - Corporate Health Transformation Program

Employees health assessment and screening will be done at the company's premises. An online comprehensive health survey will be conducted. Employee test results are provided to respective employees and they receive doctor consultation at their offices. Prevention classes will be set up and topics that will be discussed will depend upon the overall test results.

Phase two - Make A Difference Program

Make-A-Difference (M-A-D) is a comprehensive result-oriented series of workshops/ programs that promote healthy living at the workplace. It encompasses lifestyle management and disease management interventions to create a well workplace.

MAKE-A-DIFFERENCE



The M-A-D initiatives are best derived from the Health Risk Assessment and are conducted to reduce the prevalence of lifestyle-based diseases.

The employees that would be eligible for this program are those that took part in phase one of the program and test results show that they need to take better care of their health.

This 3-month program consist of 12 weeks of physical and mental sessions. The sessions are usually once a week at the client's premises;

Physical session will include a certified trainer and equipment's both indoor and outdoor activities will be included.

Mental sessions will include certified mind set change trainer, Nutritionist briefing and doctor's briefing (briefing will depend upon what the overall employees test results show).

Most of the engagements are done via WhatsApp and social media and it is a 24 hour service which gives participants 24 hours access to wellness team (Nutritionist, wellness doctor, fitness trainers and couches).

Another screening is done after the 3 months to gauge the employees improvements. Graduation to celebrate employee's achievements.

To create a culture of health this program provides continuous enrolment in batches. After each batch is completed, the next batch is enrolled immediately.



The focus of the Program is more on disease management and intervention rather than on things like weight loss, although employees do see a reduction on their overall weight and some do experience muscle gain. Participants with higher cardiovascular risks, high cholesterol, diabetes and stress disorders are the suitable target for this lifestyle intervention program.

The lifestyle and disease management programme can be tailored based on the needs and wants of the organisation.

Benefits of Make - A - Difference Program

Some of the main benefits of M-A-D program includes:

- 1) Reduced health-care cost
- 2) Reduced absenteeism
- 3) Reduced presenteeism
- 4) Improved health status of employees
- 5) Reduce turnover
- 6) Increased engagements among employees
- 7) Increases productivity

Conclusion

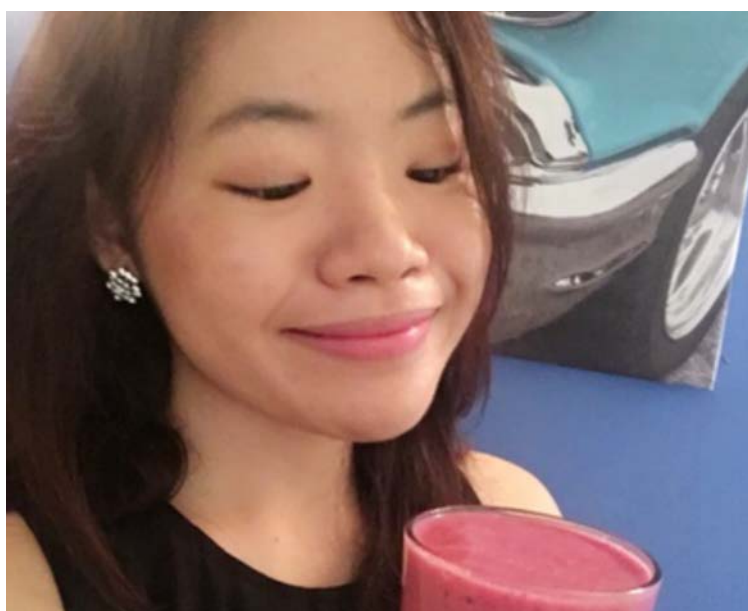
Corporations in Malaysia recognize the importance of health interventions as it is estimated that for every \$1 spent on prevention, \$3 can be saved. The interest in the Program has been overwhelming and that signals a significant shift in the healthcare industry which is moving towards preventive care. It also highlights an important shift among corporations who are actively engaging with employees to put their health first.

About The Writers



Coach Shafiq Azhar

Certified and experienced Personal Trainer with 8 years experience conducting one-on-one training session and group training. Expert in designing and monitoring exercise programs based on client needs, goals, abilities, and anatomy. Advanced training in metabolic testing, nutrition, and weight management consulting. Adept at creating a warm environment in which clients of all ages can successfully achieve health and wellness goals. He believes learning should always be active and fun.



Coach Felicia Wong

Felicia Wong is a lifestyle coach. She began her journey 10 years ago with her personal wellness transformation with proper approach to nutrition and active lifestyle. She is also a certified fitness instructor and personal trainer, and Level 1 Sport Science Coach. Through continuous self development and years of working in the field hands-on with clients, she believes in educating individuals from indoor workouts to outdoors running and hiking, and healthy grocery coaching.



Coach Sharmaine Annet Dorai

Sharmaine is a Certified Personal Trainer (Since 2013).

Fitness is her true passion. Her mission is to change people's mindsets & help transform their lifestyle into a fitter, healthier and better way of life. She likes to teach people to enjoy exercise, prepare & eat healthy easy & delicious food. Whether it's in the home, at the gym or even outdoors, her focus is to help guide them through their fitness journey.

About The Writers



Dr. Chandar Mohini

Dr Chandar Mohini obtained her medical degree from Gajra Raja Medical College Gwalion, India in 1991. She did her medical training in Safdarjung Hospital, New Delhi India and at Queen Elizabeth Hospital, Kota Kinabalu Sabah. Dr Mohini has also completed her Nutritional Certification with SAHAMM (Society for the Advancement of Hormones and Healthy Aging Medicine, Malaysia). She has great passion towards preventative medicine.



Coach Jespuvan Singh

Jespuvan has a Master of Science in Sports Science from Universiti Sains Malaysia. He's well known in his research on coconut water being a sport drink. Jespuvan has been an active member of the training community in Malaysia and has served local and international organisations over the span of more than 13 years. He's been responsible in designing, developing and delivering programmes, such as healthy-living, weight loss, disease management, nutrition and exercise workshops and stress management programmes.





**SELAMAT
HARI RAYA
MAAF ZAHIR
DAN BATIN**

