



# The Precast Step Challenge

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A little friendly competition never hurt anybody. That's why the NPCA Safety, Health and Environmental Committee created an easy, fun way to challenge your employees to pay attention to their health while challenging another NPCA member company to do the same. It's the SHE Committee's Step Challenge Program.

The Step Challenge started as an idea from Ron Sparks, general manager of Columbia Precast Products' plant in Woodland, Wash., and Jesse Wingert, general manager at Concrete Sealants Inc., in Tipp City, Ohio.

Sparks, the SHE Committee liaison to the NPCA Board of Directors at the time, and Wingert, a member of the committee, were brainstorming ways to engage members in health and wellness. The duo devised a competition where employees would monitor their steps and add up the mileage in a "race" to the opponents' plant. Columbia Precast and Concrete Sealants' employees were outfitted with Fitbits and started logging their daily mileage. The walking challenge grew as team members from both companies embraced the competition, posting videos on Facebook and calling out their competition on social media.

The success of the program led Sparks and Wingert to create a step-by-step outline for other companies to replicate, and the SHE Committee's Step Challenge was born.

To start your own Step Challenge, follow the steps below. To learn more about the Columbia Precast-Concrete Sealants step challenge, read [this blog](#). For additional details on starting a Step Challenge, contact [Ron Sparks](#) or [Jesse Wingert](#).

## How to Develop a Step Challenge Wellness Program

*By Ron Sparks and Jesse Wingert*

- 1. Identify a reliable method to monitor the steps**
  - a. Supply Fitbits or comparable device to your employees
  - b. Smartphone step tracking apps may also be appropriate

- 2. Once you have identified how you will monitor the steps, discuss how you will get this information to the participants in real time**
  - a. Fitbit has a “rollup” tally that compiles steps of everybody in the group
  - b. Assign a person in the office to push the tally to employees during the challenge
- 3. Determine how you want to measure the steps**
  - a. Total steps per employee
  - b. Average steps per day for all employees
- 4. Identify a few employees to “test drive” the equipment to make sure it is all working**
- 5. Pick a specific start time and stop time for the event, such as one month on the calendar, for example**
  - a. Create internal step challenges for your employees, such as average steps per person in each department
- 6. Roll out the program to employees**
  - a. Pick another NPCA member company to challenge
  - b. Agree on a target, such as covering the distance to the opponent’s plant or walking to a specific place, such as Rome
  - c. Agree to a grand prize that the winning team receives from the other team such as a luncheon or trophy
- 7. Award prizes to the top performers on each team**
  - a. Special parking stall for a month
  - b. Gift certificates
  - c. T-Shirts or apparel of some sort
- 8. Lastly, get creative and have some FUN!!**