

Choosing an Effective, Comprehensive Wellness Provider

Presented by:



WIIFM

Any ideas?

WIIFM - What's In It For Me?

- Lessened medical care rate of inflation
- Diminished lost work time
- Decreased absenteeism and turnover
- Decreased worker's compensation costs
- Decreased disability costs
- Increased productivity/morale
- Improved regulatory and corporate policy compliance



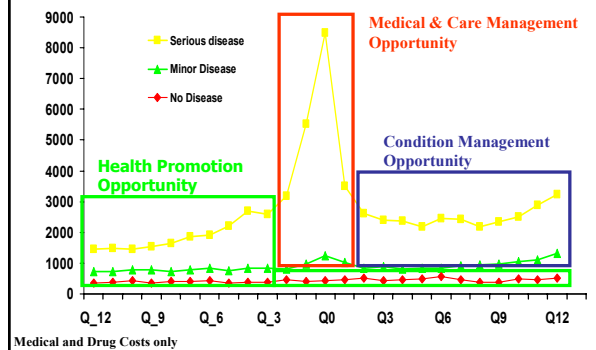
Developing Your Program

- Building the Case
- Choosing a Provider
- Creating the Program
- Measuring Success

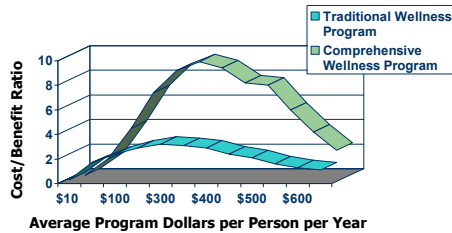
Building the Case



Opportunities for Health Management



Cost/Benefit Ratio



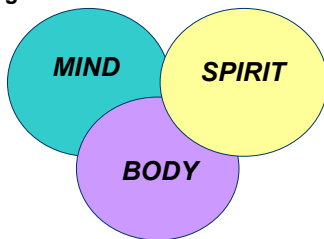
Source: Summex Health Management, 2004

Choosing a Provider

- Flexible
- Scalable
- Affordability
- Supplement to your current benefits and resources

Creating a Program

Don't forget to include.....



Creating a Program

Understand Your Population

- Management and Leadership of the Company and Unions
- Consider a Wellness Team
- Mission and Values Aligned with a Healthy and Productive Culture
- Policies and Procedures Aligned with Healthy and Productive Culture
 - Vending Machines
 - Cafeteria
 - Smoking Policies
 - Job Design
 - Flexible Working Hours
 - Benefit Design
- A one-time event versus an ongoing program
- Participation

Creating a Program

Components of a Successful Program

- Incentives
- Assessments
- Interventions
- Measurements

Incentives and/or Rewards

- Consider your population – what will your employees respond to
- Small to large - provide a variety of incentives/rewards to include all employees. Company merchandise with your logo on it is a great way to reach out.
- Premium discounts – provide a discount off of the premium the employees pays for health insurance.
- Cash payout – provide cash for participating in the program. i.e. pay \$ X amount if an employee completes a health risk assessment, provide \$ X amount for participating in classes, etc...
- Point System – create a system where employees accumulate points, and the more points they accumulate the more they receive in rewards – discounts in the cafeteria, exercise equipment, company merchandise, etc....
- Gift certificates

Assessments

- **Health Risk Assessment**
- **Screenings** - Cholesterol, Blood Pressure, Glucose, Osteoporosis, Stress/Anxiety/Depression, Mammography
- **Fitness Testing** - Flexibility, Strength, Endurance, Body Composition, Exercise Stress Testing
- **Claims Data** - Medical, Pharmacy, Disability, Worker's Comp
- **Absenteeism Rates**
- **Turnover Rates**

Interventions

Programs

After assessing your population and identifying areas of risk, it is important, beneficial and effective to develop educational sessions and/or programs. Some examples of available programs include:

Weight Management
Tobacco Cessation
Movement Programs
Stretching Program
Massage

Nutrition Counseling
Stress Hardiness Program
Heart Healthy Program
Personal Training
Meditation

Interventions

Classes

A variety of classes will help meet the needs of mind, body and soul.

Diabetes Education
Dance Fit
Strength for Caring
Reflexology

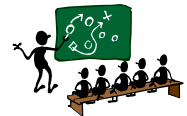
Yoga, Pilates
Holiday Food Gone Healthful
Bringing Your Soul to Work
Lean & Fit

Interventions

Coaching

A partnership between an employee and a qualified coach that supports the achievement of results, based on goals. A service that focuses on the employee's life as it relates to goal setting, outcome creation and personal change management.

Group
Face to Face
Telephonic
Internet Based



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Use these tools to measure success and take this "report card" to your CFO or other budget decision maker