

THE
WORKPLACE
wellness
MOVEMENT



CHAMPION

Workplace Wellness Champion Series

A ROADMAP TO ENGAGING EMPLOYEES

 **CORPORATE WELLNESS**
M E M B E R S H I P

Powered by:



THE
WORKPLACE
wellness
MOVEMENT  **CHAMPION**

MODULE 1

Defining Workplace Wellness and Setting Objectives

- Workplace wellness fundamentals
- Defining a healthy workplace
- Key elements for planning
- Setting objectives

MODULE 2

Creating a Healthy Culture

- Leadership support
- Wellness champions – creating a dynamic committee
- Which wellness program components support a healthy culture

MODULE 3

Successful Implementation Strategies

- Successful keys to implementation
- Not the ABCs but the CVIs
 - Communication
 - Visibility
 - Integration
- Creating program depth
- Building the strategy

MODULE 4

Evaluating Your Wellness Program

- Establishing value – What to measure and how to report
- VOI vs ROI
- Why, What, How to evaluate
- Next steps

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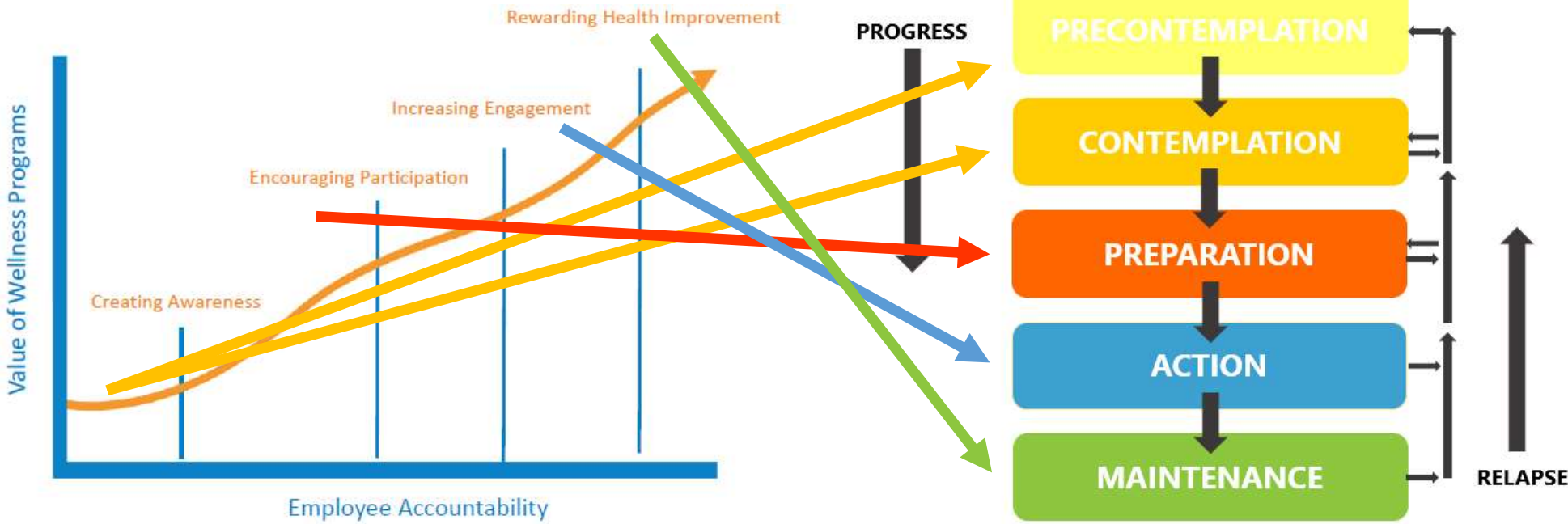
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What is Value?

“Value is determined by addressing the employee and population’s particular health, productivity, and work/life needs, and their (the employees) ability to benefit the organization, workgroups, and the individual.”

Pfeiffer, G. IAWHP, 2017



Employer Values

- ✓ Health Care Cost Avoidance
- ✓ Impact Absence, Disability, and Workers' Compensation
- ✓ Increased Engagement
- ✓ Recruiting (Employer of Choice)
- ✓ Less Absence
- ✓ Improved Productivity

Employee Values

- ✓ Improved Health
- ✓ Increased energy, resilience, feel better
- ✓ Enjoyment and fun during work and leisure
- ✓ Employer values their opinions
- ✓ Work Satisfaction
- ✓ Financial Health

Estey, C. IAWHP, 2018

M.E. Factors

Meaningful
Enterprise



Meaningful
Employment



Meaningful
Engagement



Meaningful
Environment



Meaningful Enterprise

Business Factors

- ✓ Cost Containment/Profitability
- ✓ Management Quality
- ✓ Quality of Products/Services Offered
- ✓ Innovativeness
- ✓ Value as a Long-term Investment
- ✓ Soundness of Financial Position
- ✓ Community Responsibility
- ✓ Wise Use of Corporate Assets

Well-Being Influence

- ✓ Medical spend
- ✓ Health costs
- ✓ Absenteeism rates
- ✓ Drug costs
- ✓ **Employee health and well-being is a business sustainability issue!!!**

Meaningful
Enterprise



Meaningful Employment



Business Factors

- ✓ Fair compensation
- ✓ Benefits
- ✓ Respect/Trust
- ✓ Autonomy
- ✓ Advancement
- ✓ Employability/training

Well-Being Influence

- ✓ Happy employees —twice as likely to be thriving in their lives overall as those who are disengaged and unhappy at work.
- ✓ “Thriving” organizations have less turnover.
- ✓ Thriving organizations have higher levels of well-being.
- ✓ Balance and connection



Meaningful
Employment

Meaningful Environment

Business Factors

- ✓ Culture of Health
- ✓ Making health the easier choice
- ✓ Safety
- ✓ Good work climate
- ✓ Open communication/transparency
- ✓ Respect
- ✓ Trust

Well-Being Influence

- ✓ Retention
- ✓ Attract/Recruit
- ✓ Happiness
- ✓ Purpose
- ✓ Engaged work
- ✓ Teamwork



Meaningful
Environment

Meaningful Engagement

Business Factors

- ✓ Commitment to vision/mission
- ✓ Commitment to business goals
- ✓ Efficient teams
- ✓ Goal focused
- ✓ Fair incentives
- ✓ Balanced recognition
- ✓ Balanced work

Well-Being Influence

- ✓ Well-being is associated with greater engagement.
- ✓ Targeted stress and resiliency programs help reduce presenteeism.
- ✓ Productivity
- ✓ Integrated work, teams
- ✓ Work/life balance

Meaningful
Engagement



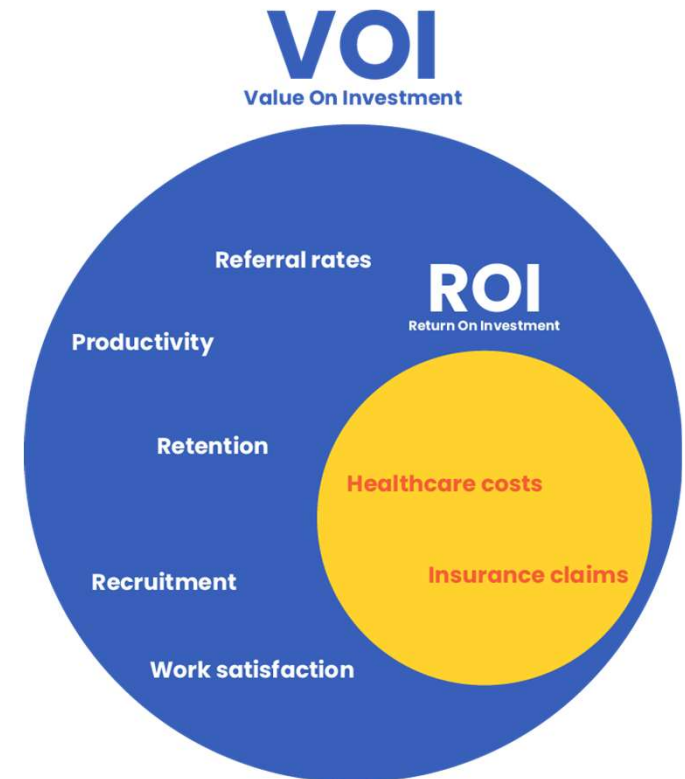
Measuring Outcomes

VOI = Value on Investment

VOC = Value on Caring

ROI = Return on Investment

“Only attribute success to medical cost savings, missing big picture....”



Pfeiffer, G. IAWHP, 2017; Edington DE, Pitts J. Shared Vision, Shared Values, 2016

Measuring Outcomes

ROI = Return on Investment

WHY?

- Manage or reduce health care costs
- Reduce the number of sick days
- Manage/reduce disability claims



- $ROI = (\text{benefits} - \text{costs of program}) / \text{costs of program}$
- Metric Trend Progress = Pre/Post percentage changes

Baxter et al., .Am J Health Promot. 2014 Jul-Aug;28(6):347-63; O'Donnell, Am J Health Promot, 2015 Jan-Feb 2015;29(3):v-viii
Cherniak, Occupational Health, 2013.

Measuring Outcomes

VOI = Value on Investment

- Reduce employee health risks
- Improve employee job satisfaction
- Improve employee productivity
- Attract or retain talented employees
- Increase on-the-job safety
- Impact business performance and profitability
- Reduce presenteeism
- Have fun

VOI measures how a wellness program affects qualitative business attributes

VOI is a measure of effectiveness
= Pre/Post Percentage change

VOI = cost/effectiveness

Aldana, 2020: Wellsteps;
hero-health.org/wp-content/uploads/2015/02/HERO-PHA-Metrics-Guide, 2015
Mercer Evaluation Report

Measuring Outcomes

VOC = Value on Caring

- Improve relationships
- Improve connection
- Reduce churn
- Improve innovation
- Improve employee energy levels at work
- Improve comradery and team effectiveness
- Improve morale



VOC measures how a wellness program affects people

VOC is a measure of connection
= Pre/Post Percentage change

Edington DE, Pitts J. Shared Vision, Shared Values, 2016
Sparling, Prev Chronic Dis, 2010 Jan; 7(1): A25.

M.E. Factors – What's the Goal?

Meaningful
Enterprise

Cost Management

ROI



Meaningful
Employment

Employer of Choice

VOI

VOC



Meaningful
Engagement

Productivity Management

VOI



Meaningful
Environment

VOI

VOC



Recruitment/Retention

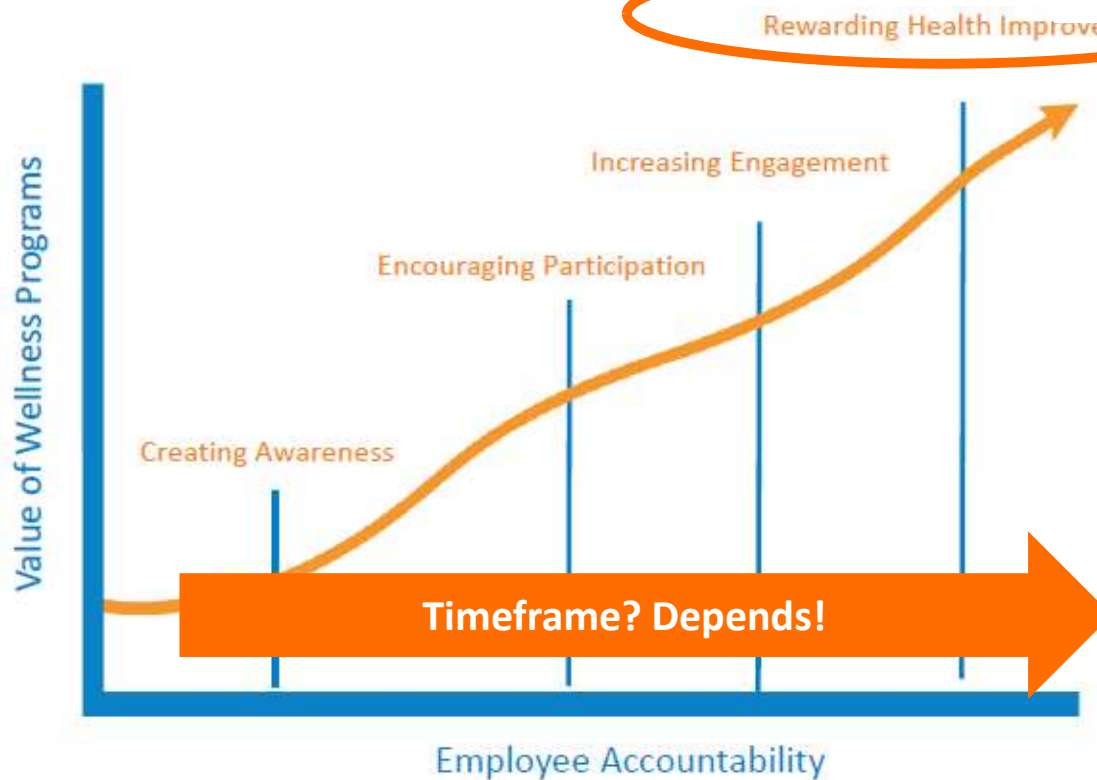
Value on Investment (VOI)



Return on Investment (ROI)

- Comprehensive Strategy
- Clear Communication
- High Participation
- High Engagement
- Several Touchpoints
- Leadership Support
- Reporting
- Individually-tailored
- Population Health

Value on Investment (VOI)



Return on Investment (ROI)

- ✓ Reduction in health costs
- ✓ Higher engagement
- ✓ Healthier culture
- ✓ Improved morale
- ✓ Better culture
- ✓ Happier people
- ✓ Integrated teams



 **WORKPLACE WELLNESS**
CHAMPION SERIES

FEEDBACK SURVEY!

How can this series improve?

What did you like?

What would you add?

**Workplace Wellness
Roundtable**



MODULE 4 : RECAP

- ✓ Recording of this Session; Slidedeck
- ✓ Connecting the Dots – article
- ✓ Value of Prevention
- ✓ Essentials to Workplace Wellness Checklist
- ✓ Access to Metrics Data Collection Form
- ✓ Access to next Series Sign Up
- ✓ Access to 90-Day Starter Kit - \$1500 value

www.ewsnetwork.com/wwc-series
PASSWORD: will be shared

*Thank
you*

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To Help Build a Strong Foundation for Your Wellness Program...

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