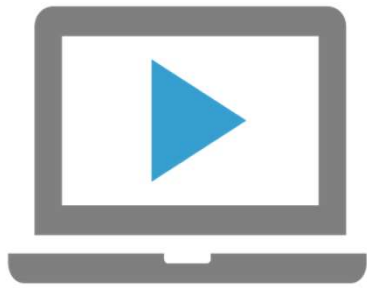


WELCOME! This session will be begin at 11am EST



WORKPLACE WELLNESS CHAMPION SERIES

A ROADMAP TO ENGAGING EMPLOYEES

Powered by:



CONTINUING
PROFESSIONAL
DEVELOPMENT

PRE-APPROVED

HRPA

This program has been approved for 4 (four) Continuing Professional Development (CPD) hours under Category A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA).

- *attend each webinar session
(at least **45 mins/session**)*
- *receive an individualized HRPA CPD code following
each webinar
(total of 4 CPD hours)*

Member Portal Access (~24-48 hrs)

Webinar Recordings, Webinar Resources,
Content, Materials, Webinar Slides

Check e-mail!

LIVE for this month

****CHECK JUNK/SPAM**

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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and Setting Objectives

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Evaluating Your Wellness
Program

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OFFER ANNOUNCEMENT

WELLNESS WORKSHOP Mental Wellness/Emotional Health

- ✓ up to 60 mins
- ✓ communication plan included
- ✓ Recording included

wellnessworkshop@ewsnetwork



Stress Less

We can't always control outside factors, but we can control how we react and deal with them. Learn how to better understand and manage stress with practical exercises and techniques applicable to work and life.



Building Mental Strength

Mental strength isn't about toughness. It's about cultivating healthy thoughts and resilience. Learn practical strategies to manage emotions, embrace positivity, and prioritize relationships effectively.



Creating Joy Amidst the Chaos

Cultivating happiness and joy isn't always easy. Learn how to prioritize self-care, effectively manage energy levels, streamline priorities, and cultivate a resilient mindset.



Wealthy From Within

Investing in yourself is an essential part of your mental wellness. Learn practical strategies for managing stress, building positivity, and balancing replacing draining habits with healthy ones.

MODULE 4

Evaluating Your Wellness Program

- Establishing value – why evaluate?
- VOI vs ROI
- Why, What, How to evaluate
- Next steps

MODULE 4

Defining Workplace Wellness
and Setting Objectives

Establishing value – What
to measure and how to report
VOI vs ROI
Why, What, How of
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MODULE 1

Defining Workplace Wellness
and Setting Objectives

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

Why Evaluate?

- Maintain accountability
- Measure effectiveness
- Provide outcome-based reasons to continue to support the wellness program
- In conjunction with program design and implementation

helps define program's goals

Institute for Health and Productivity Studies Johns Hopkins
Bloomberg School of Public Health, 2015

Why Evaluate?

- Maintain accountability
- Measure effectiveness
- Provide outcome-based reasons to continue to support the wellness program
- In conjunction with program design and implementation

helps define program's goals

What's important?

- Baseline measures (benchmarking)
- Process measures and outputs (program design/implementation)
- Program outcomes (short, medium, long-term goals)
 - short/medium = monthly/annual
 - long = 2-3 years

Institute for Health and Productivity Studies Johns Hopkins
Bloomberg School of Public Health, 2015

INTERACTIVE POLL

Pollev.com/employeewell194

As it relates to your workplace wellness program, what do you measure/track?

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
- Bottom line

Well-Being Influence

- Some health costs
- Absenteeism rates
- Disability rates
- Paramedicals, EAP usage
- 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

- Engagement
- Satisfaction
- Culture/morale metrics
- *"I'm happy where I am..."*
 - 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 ENGAGEMENT

Business Factors

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

Well-Being Influence

- Engagement
- Productivity
- *"I know how I fit in to the bigger picture"....*
 - Well-being is associated with greater engagement
 - Integrated work, teams
 - Work/life balance

Meaningful
Engagement



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
- Attraction/Recruitment
- Employee Turnover
- *"I want to work here!"*
 - Happiness
 - Purpose
 - Engaged work
 - Teamwork



Meaningful
Environment

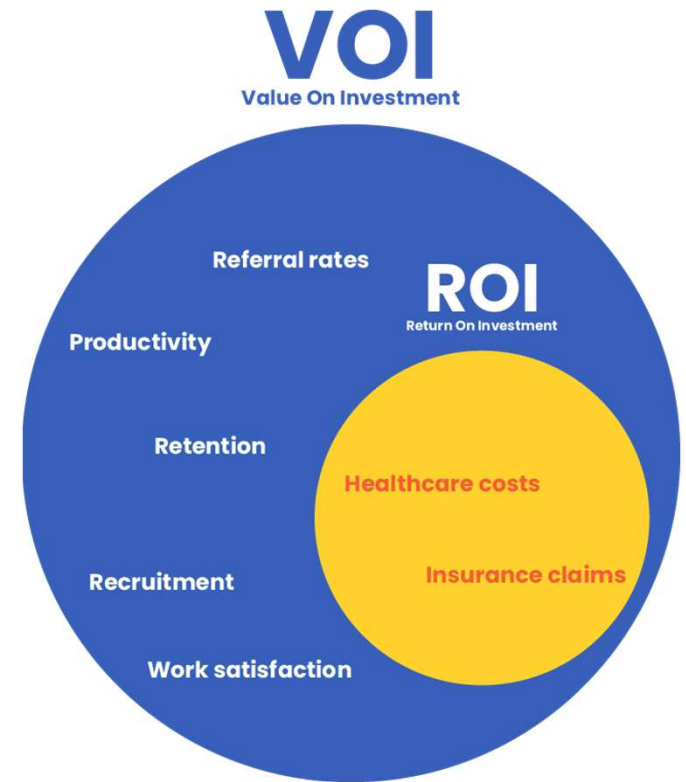
MEASURING OUTCOMES

ROI = Return on Investment

VOI = Value on Investment

VOC = Value on Caring

“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?

- Health care costs
- Sick days
- Disability claims



- $ROI = (\text{effectiveness} - \text{costs of program}) / \text{costs of program}$
- Metric Trend Progress
= % changes / comparative data

Benefits

70% of global employers seeing ROI on employee well-being programs: survey

By: Staff | June 12, 2023 | 15:00

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.



Sample – drug classifications

Question		2018 (Aug 1/17 - July 31/18)	2019 (Aug 1/18 - July 31/19)	2020 (Aug 1/19 - July 31/20)	2021 (Aug 1/20 - July 31/21)
Top 10 Therapeutic Classifications (by Number of Claims)	1	Hormones and Synthetic Substitutes	Cardiovascular Drugs	Cardiovascular Drugs	Cardiovascular Drugs
	2	Central Nervous System Agents	Central Nervous System Agents	Central Nervous System Agents	Central Nervous System Agents
	3	Cardiovascular Drugs	Homones and Synthetic Substitutes	Homones and Synthetic Substitutes	Homones and Synthetic Substitutes
	4	Unclassified Therapeutic Agents	Gastrointestinal Drugs	Gastrointestinal Drugs	Gastrointestinal Drugs
	5	Gastrointestinal Drugs	Anti-Infectives	Anti-Infectives	Anti-Infectives
	6	Autonomic Drugs	Autonomic Drugs	Autonomic Drugs	Autonomic Drugs
	7	Anti-Infectives	Eye, Ear, Nose and Throat Preparations	Eye, Ear, Nose and Throat Preparations	Unclassified therapeutic Agents
	8	Skin and Mucous membrane Agents	Unclassified Therapeutic Agents	Unclassified Therapeutic Agents	Eye, Ear, Nose and Throat Preparations
	9	Eye, Ear, Nose and Throat Preparations	Skin and Mucous Membrane Agents	Skin and Mucous Membrane Agents	Skin and Mucous Membrane Agents
	10	Serums, Toxoids, and Vaccines	Electrolytic, Caloric and Water Balance	Electrolytic, Caloric and Water Balance	Electrolytic, Caloric and Water Balance

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
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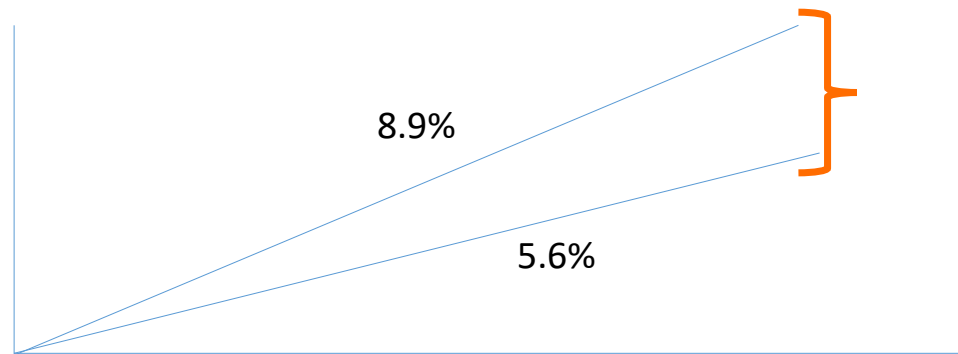
Sample – % change – drug claims cost

2020	2021	% change
\$1678	\$1545	-8.6% (reduction) $(1545-1678)/1545$
\$1123	\$1234	8.9% (increase) $(1234-1123)/1123$

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
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Sample – % change – drug claims cost

2021	2022	Slope changes
8.9% inc	\$5.6% inc	3.3% change in slope



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
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MEASURING OUTCOMES

VOI = Value on Investment

- Participation
- Health risks
- Job satisfaction
- Productivity
- Attract or retain talented employees
- On-the-job safety
- Impact business performance and profitability
- Fun factor

VOI measures how a wellness program affects qualitative business attributes

VOI is a measure of effectiveness
= % changes / comparative data

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
= % changes / comparative data

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

What's the goal? What to measure?

Meaningful
Enterprise
Cost Management



ROI

Meaningful
Employment
Employer of Choice



**VOI
VOC**

Meaningful
Engagement
Productivity Management



VOI

Meaningful
Environment
Recruitment/Retention



**VOI
VOC**

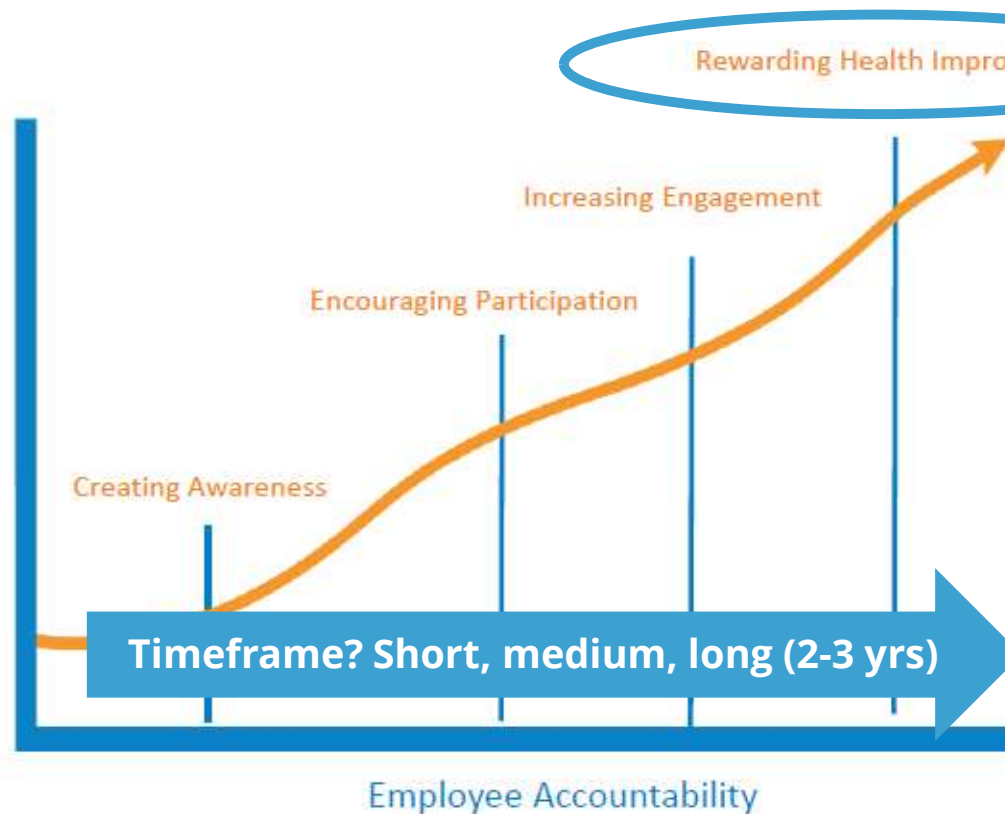
Value on Investment (VOI)



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)



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

OFFER ANNOUNCEMENT

Mentorship Program

meaghan@ewsnetwork.com



Guidance & Support to Optimize Your Wellness Strategy

Stage 1 BENCHMARKING (approx. 8-10 hrs)

Objective: To complete the organizational audit and metrics assessment (data and events).

Process:

- Training & Action Items
- Review of Findings
- Complete Final Benchmarking

Stage 2 PLANNING (approx. 15-20 hrs)

Objective: To identify main objectives of wellness program, understand the connection to the corporate strategic plan, create multi-level toolbox with evaluation measures and develop a communication strategy.

Process:

- Training & Action Items
- Review of Findings
- Complete Final Planning

Stage 3 DESIGN (approx. 6-10 hrs)

Objective: To build the strategic plan and determine implementation schedules and tasking.

Process:

- Training & Action Items
- Review of Findings
- Complete Strategic Plan

Stage 4 IMPLEMENTATION (approx. 2 hrs*)

Objective: To identify how best to optimize your wellness program following the completion of the first three stages to ensure success.

Areas of discussion: program launch, building a wellness team, wellness assessment (HRA/PWA), structured health campaigns, communications, events, evaluation measures.

Process:

- Training
- Enjoy your efforts!



with Meaghan Jansen, MSc.

mentorship@ewsnetwork.com

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WELLNESS WORKSHOP Mental Wellness/Emotional Health

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- ✓ communication plan included
- ✓ Recording included

wellnessworkshop@ewsnetwork.com



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FEEDBACK SURVEY!

How can this series improve?
What did you like?
What would you add?

NEXT SERIES

Starting September 6th at 11am



MODULE 4: *Recap*

- Recording of this Session; Slide deck
- 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 Mentorship Opportunity
- Access to Wellness Webinar Options

*Thank
you*

Meaghan Jansen, MSc.
meaghan@ewsnetwork.com