

Improving Employee Health to Maximize Business Performance


Scottsdale, AZ

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Outline

- IHM Framework
- Culture
- Trends
- Safety & Health
- Summary



IHM Framework



IHM Framework

- “The Integration of all organizational Human Capital/Resource-related departments designed to accomplish a comprehensive approach to reducing or eliminating health and injury risks while enhancing the portion of personal performance that is related to health”.

- AHPM



IHM Framework

Fitness

↓

Traditional Wellness

↓

Risk Identification/Reduction

↓

Partial HPM Model

↓

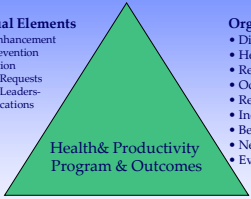
Fully Integrated HPM Model



IHM Framework

Individual Elements

- Health Enhancement
- Injury Prevention
- Participation
- Program Requests
- Informal Leaders-communications




Health & Productivity Program & Outcomes

Organizational Components

- Disability Management
- Health Promotion
- Return-to-work program/policies
- Occupational Health
- Regulations
- Incentives
- Benefits
- Needs Assessment
- Evaluation Projects

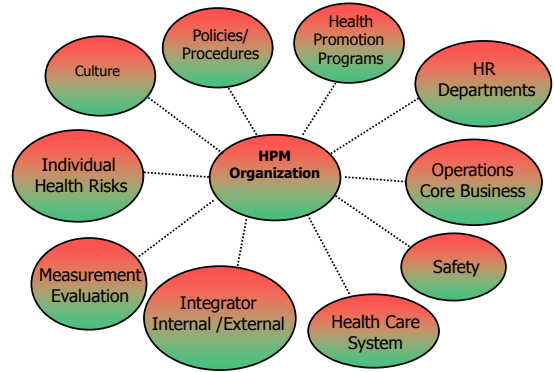
Workplace Culture

- Policy Enhancement
- Workplace/job satisfaction
- Management Support
- Culture Change
- Integration



IHM Framework

- HPM Cost Considerations:
 - Lifestyle Claims Costs
 - Medical & Productivity Loss Costs
 - Lifestyle & Injury Related Costs
 - Disability Costs
 - Culture Assessment/Audit
 - Presenteeism
- Absenteeism (separate or embedded)



Assembling The Team

- “Who wants to be a Millionaire?”
- The larger the group, the more reliable its judgment.
- Thinking one person will have answers to an organization’s problem, is a waste of time.
- We know the group’s decision will consistently be a better decision.

- James Surowiecki – [The Wisdom of Crowds](#)



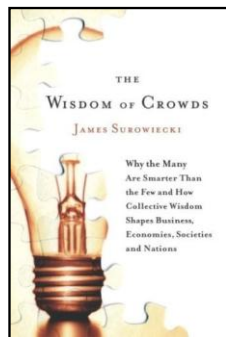
Assembling The Team

- Diversity
 - Content information – different perspectives
- Independence
 - Different options
 - Avoid group-think
- Decentralization
 - Knowledge of the complete problem does not reside in one person
 - Tacit knowledge – not easily conveyed



The Wisdom of Crowds

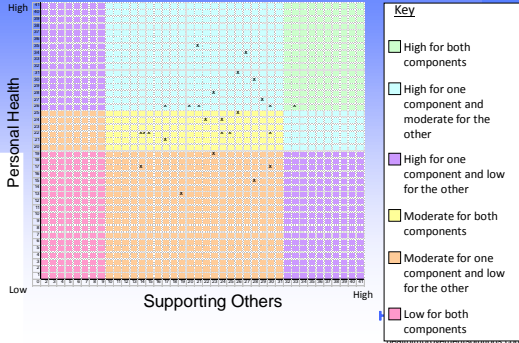
By: James Surowiecki



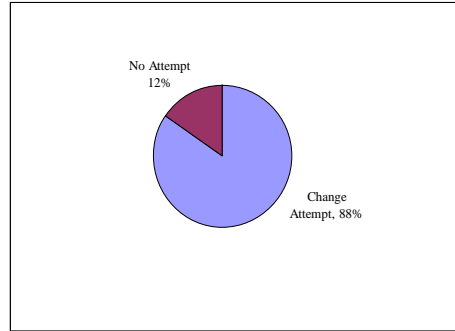
Culture



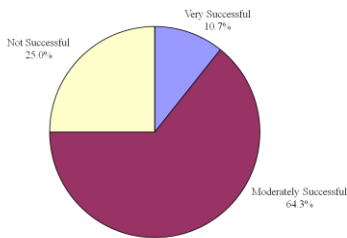
Leadership Survey Sample Results



Lifestyle Change Attempts

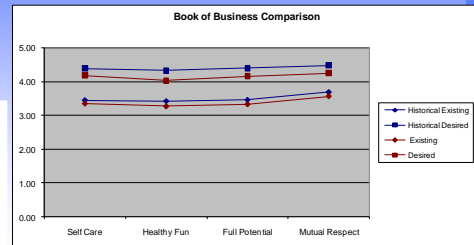


Lifestyle Change Success



Health Culture Audit

Norm Gap



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Culture

What do we mean by a "Culture of Health?"

- A culture of health exist when:
 - Health – Employees see 8-10 health messages per day
 - Common in a safety sensitive work environment
 - Benefits – Physical plant policies and procedures are in line with creating a positive health environment

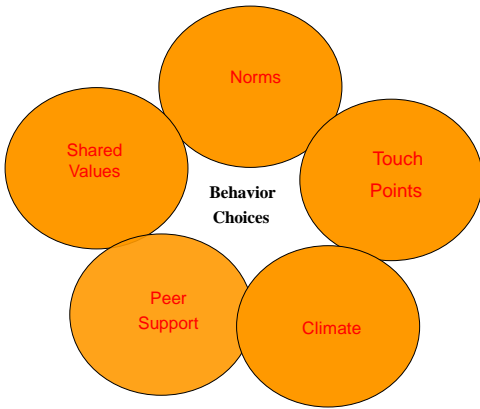
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Culture

What do we mean by a "Culture of Health?"

- A culture of health exist when:
 - Senior management – Mention of health periodically through company communications
 - Management at all levels – Communicates/participates in the health improvement program
 - Target population – Is engaged in programs according to health interests and needs

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Trends

Trends

- Part of performance appraisal
 - Set goal, 20%, 10%, 5% of merit pay
- Flexible work schedules
- Care considerations
- Medical health and community homes
- Menu approach

Introduction

"Household support is essential to healthy and productive lifestyles. The brilliant practitioners provide the tools we need."

—Joseph Lovatrigio, Ph.D., Author, Why and How People Change Health Behavior

Bringing Wellness Home

How to create a household subculture that supports wellness lifestyle goals

Judd Allen, Ph.D.
©2008 Allen

Screen# Code: 122

MENU OF OPTIONS

SMOKING

B.O.B. (Bart- Out & Breathe)

HealthMedia.com - "Breathe"

Your Health Coach - Smoking

WEIGHT CONTROL

HealthMedia.com - "Balance"

Your Health Coach - Weight Loss

INCREASING PHYSICAL ACTIVITY

Your Health Coach - Physical Activity

System Health Facilities Membership

Home and Travel Exercise Program

SHIP II (System Health Facilities Injury Protocol)

OTHER HEALTH IMPROVEMENT OPTIONS

Mini Lifestyle Survey

How to Assist

HealthMedia.com - "Nourish"

Health Monitor Questionnaire.

Your Health Coach

Name: _____

SNN OR UPID: _____

Address: _____

City, State, Zip: _____

Phone: _____

Email: _____

Safety & Health

Safety & Health

- Conduct retrospective analysis examining relationship between health status and occupational injury occurrences
- Match data between employees that completed health risk assessment (HRA) and experienced injury/accident
- Classifications include:
 - Remained at work – No restriction/job transfer
 - Remained at work with restriction/job transfer
 - Lost work time
 - Critical incident (catastrophic or fatal)



Safety & Health

- Risk factors assessed on HRA correlated to safety incident levels
- Health risks examined may include:
 - Overweight
 - Inactivity
 - Smoking
 - High cholesterol
 - High blood pressure
 - Diabetes
 - Asthma
 - Stress
 - Depression
 - Fatigue
 - Others included at ABC Company's request



Safety & Health

	200#			200#			200#		
	% w/ Risk Factor	Increased Likelihood of Injury	χ ² p-value	% w/ Risk Factor	Increased Likelihood of Injury	χ ² p-value	% w/ Risk Factor	Increased Likelihood of Injury	χ ² p-value
Overweight	54.8%	30.7%	.022*	56.8%	33.3%	.034*	57.0%	38.5%	.042*
Fatigue	15.6%	42.3%	.003*	16.1%	32.0%	.033*	15.7%	35.7%	.056*
Inactivity	59.1%	29.6%	.023*	56.1%	26.9%	.033*	55.1%	35.7%	.030*
Smoker	26.8%	28.6%	.055*	29.0%	30.8%	.051*	23.8%	---	---
Depression	5.9%	51.7%	.019*	5.6%	55.6%	.013*	4.5%	53.3%	.038*
Stress	4.6%	62.1%	.031*	4.1%	63.0%	.021*	4.5%	60.0%	.052*

*Statistically significant (p<.05)

**Proprietary data

Safety & Health

- Safety and Health Algorithm

<u>Risk Status</u>	<u>Score Range</u>
Low	45 or below
Moderate	46-60
High	61-100

*Proprietary data

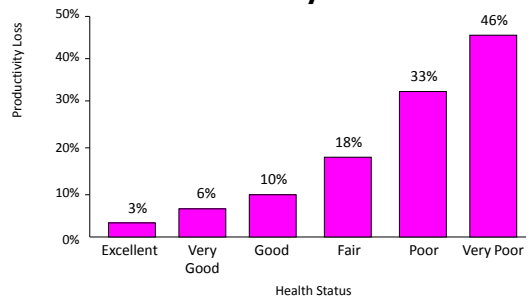


Safety & Health

Safety and Health Algorithm
Report for January – June 2008

High Risk	Score: ##-###
Location 8	Score: ##
Location 10	Score: ##
Location 3	Score: ##
Location 7	Score: ##
Moderate Risk	Score: ##-###
Location 4	Score: ##
Location 1	Score: ##
Location 6	Score: ##
Low Risk	Score: ##-###
Location 9	Score: ##
Location 2	Score: ##
Location 5	Score: ##

Relationship Between Health Status & Productivity Loss



Staywell 217,000 participants

Summary

- Health is complex – Integrated Health Management
- Solution vs. single department programs
- Culture is key to change
- Operationalize culture change in organizations
- Continuous evolution of model
- Behavior change is hard



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