WINNING WITH WELLNESS

US CHAMBER OF COMMERCE

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Total Health Management
WELLBEING 2.0

PILLARS OF WELLBEING

PHYSICAL
Activity, food, sleep

EMOTIONAL
Resilience, mindfulness, learning

FINANCIAL
Healthcare Consumerism, HDHP, Voluntary Benefits

HOW TO GET THERE

IDENTIFY WELLBEING GOALS

RIGHT-SIZED STRATEGY

ACTIVATE TOTAL HEALTH MANAGEMENT
Success: Evaluation, Monitoring and Readjusting

- No one size fits all wellness programs
- Evidence-based best practice strategies
- Tailor interventions to client’s population
- AEI Programming
- Infrastructure
- Evaluations and Planning
- Data
### TEN ESSENTIAL STEPS IN DESIGNING A WORKPLACE WELLNESS PROGRAM

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<td>Assess An Appetite for Wellness</td>
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<td>Develop a Multiyear Strategic Plan</td>
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<td>Create a Culture of Health and Wellness</td>
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MAKING THE CASE FOR WORKPLACE WELLNESS PROGRAMS: ROI & VOI

Wellness programs may collect the following information:

- Participation
- Health outcomes
- Cost impact, ROI
- Value impact, VOI
- Organizational support elements

Return on Investment, ROI generally encapsulates specified wellness programming with medical plan costs to track if interventions produce qualitative changes over time.

VOI, Value of Investment is broader than ROI in that it consists primarily of qualitative elements, such as improved performance of the workforce, recognition as an employer of choice, and high employee retention.
WELL-BEING CONTRIBUTES TO CORPORATE FINANCIAL SUCCESS

HERO Scorecard “High Scorer”, Koop Award Winners and CHAA “High Scorer” Stock Performance Compared to S&P 500

- The Stock Performance of C. Everett Koop Award Winners Compared With the Standard & Poor’s 500 Index: Ron Z. Goetzel, PhD, Raymond Fabius, MD, Dan Fabius, DO, Enid C. Roemer, PhD, Nicole Thornton, BA, Rebecca K. Kelly, PhD, RD, and Kenneth R. Pelletier, PhD, MD JOEM 58 (1) 2016
- Tracking the Market Performance of Companies that Integrate a Culture of Health and Safety. Raymond Fabius, MD, Ronald R. Loepke, MD, MPH, Todd Hohn, CSP, Dan Fabius, DO, Barry Eisenberg, CAE, Doris L. Konicki, MHS, and Paul Larson, MS JOEM 58 (1) 2016
THE HEALTH CARE MARKET TIPPING POINT
EXPLOSION OF TECHNOLOGY AND DATA
FUTURE STATE OF WELLNESS
KEEP RAISING THE BAR BEYOND HEALTH TO THRIVING

Today there are close to 100,000 mobile health apps.

Data integration from several sources such as claims, biometrics and HRAs to create tailored and targeted messaging and solutions to individuals.

200 million consumers engage in health through wearable devices, including exercise trackers.
MAKE TOMORROW, TODAY