



The 10 Core Keys of Health & Productivity Success

AssuredPartners Health & Productivity team believes in the Ten Core Keys of Health and Productivity Success. We structure our Health & Productivity strategic planning and consulting on this comprehensive foundation:

THE 10 CORE KEYS OF HEALTH AND PRODUCTIVITY SUCCESS

- Top Leadership support
- Wellness team
- Engagement/Sustainment Plan
- Operating Plan
- Communication Plan
- Cultural/Environmental Integration
- Business Goals Integration
- Safety Initiatives Integration
- Assessment Data Analysis
- Ongoing Total Evaluation

1. TOP LEADERSHIP SUPPORT (Endorsement and Role Modeling)

- Necessary to guide objectives
- Drives integration into total organization
- Necessary for financial resources
- Crucial in implementing corporate policy
- Key to linking health and productivity goals to business goals
- Wellness then becomes STRATEGIC
- Ultimate goal of Cultural Change Achieved

We will document the support you have with regards to your top leadership. Support letter(s), budgets, and participation by the top leaders are areas that are specifically addressed.

2. WELLNESS TEAM DRIVEN

- Essential for long term success in driving the strategy
- Encourages peer support and participation
- Employees must know that the health and productivity initiative is designed to meet their needs, that their involvement is essential and that company success depends upon it.
- Emphasizes this is a serious process to address serious problems.
- Must mirror other business initiatives within the organization (i.e. safety teams and initiatives)

Building Effective Wellness Teams

- Engages key players
- Impacts public relations
- Ensures broad participation in planning and implementation
- Establishes a shared vision
- Ensures enduring initiatives

We guide you through the establishment of a wellness team. The goal is to ensure you have a person who represents various levels and departments within the organization. Even a small company needs to have more than one person on the team. We help you establish expectations and plans for how often you meet, and provide support and training in creating the mission of the wellness team.

3. ENGAGEMENT/SUSTAINMENT PLAN

- Explore full range of options to encourage/reward participation and behavior change
 - Full Incentive design structure including both intrinsic/extrinsic rewards
 - Incentives that connect to medical plan when and where appropriate (Ramifications/guidelines of ACA final wellness regulations)
- Consideration given to new hire orientation, training, and hiring processes
- Must fit within the culture
- Should focus on meeting individual as well as group goals
- Must adapt as program develops

What are your plans and how will you incentivize employees to engage in your wellness initiative?

4. OPERATING PLAN

Recommended as a 36 month detailed rolling strategy

- Coordination of all activities
- Demonstrates serious approach
- Connects data to program goals
- Provides continuity
- Supplies energy to team and marketing
- Ensures appropriate interventions
 - Interventions may include:
 - General Wellness Initiatives for all employees
 - Targeted Wellness Initiatives
 - Lifestyle Medicine for chronic disease
 - Prevention/Diagnostics
 - Medical Self Care
 - Policies and Procedures regarding interventions
 - Personal plans for health

OPERATING PLAN-KEY COMPONENTS

- OP is a written document
- Timeline
- Marketing/promotion plan
- Sets the scope of activities
- Assigns TEAM responsibilities
- Evaluates planning and processes
- Budgeting process detailed
- Reporting results and trends process and timeline established

5. COMMUNICATION PLAN

- Multi-level promotion plan incorporating
 - Standard marketing (posters, fliers, email, etc.)
 - Wellness team efforts
 - Leadership driven messages
- Vision and mission statement, branding, logo, tag line
- Flexible and adaptable
- In line with the culture

6. CULTURAL/ENVIRONMENTAL INTEGRATION

- Create WELLNESS friendly facilities
 - Does your worksite make the healthy choice the easy choice?
- Effect corporate policy – we assist in writing new policies as “policy” is one of the key tools in conversion to a “Culture of Health and Productivity”
- Encourage education – LEARNING
- Impact corporate culture

*We look for your managers and supervisors to provide wellness support and encouragement to staff, so that the **healthy** choice becomes the **easy** choice, ultimately transforming the culture to a true “Culture of Wellness”.*

7. BUSINESS GOALS INTEGRATION

- BIG PICTURE APPROACH
- Connections to business success
- Promoting employee growth/improvement/wellbeing.
- Realistic expectations

It is critical for a wellness initiative to align with the goals and mission of the company. A key function of the Executive Leadership is to spend time with the Wellness Team initially detailing the Business Plan so that the Health and Productivity Vision that the Team creates will compliment and support the Plan of the Business.

8. SAFETY INITIATIVES INTEGRATION

- Helps to synergize efforts
- Often provides existing structure
- Addresses total population and specific needs
- Focus on prevention and improved productivity

All organizations have safety issues that need to be addressed, and the goal is to align your safety programs with your wellness program. We help you think about ergonomics, body positioning when performing work, training, and even disaster drills.

9. ASSESSMENT DATA ANALYSIS

Business Needs Data

- Demographics
- Assessments and screenings
- Claims data/trends
- Disability-workers comp
- Safety-work comp
- Absenteeism rates, retention, and hiring statistics
- Impacts of initiatives to bottom line

Employee Interest Data

- Targeted employee surveys
- Focus groups
- Open forums
- Open-ended emails/comments
- Departmental meetings

*The best programs are produced with a combination of the best interests of the company and education of the employees regarding interests.

How are/will you documenting/document the success of your wellness initiative? How are/will you obtaining/obtain that information and how are/will you presenting/present the information to your organization?

10. ONGOING TOTAL EVALUATION

- Data drives and measures success
- What works – What doesn't
- Key to meeting senior management expectations
- Key to future planning
- Essential for health and productivity justification

We work with you to identify what metrics you will use, how you will analyze what has been successful and what should be reconsidered, and how you will look at the future beyond the three year rolling wellness strategy.



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