

WELLNESS ROUNDTABLE

Summary EBook

January 24, 2017



THE ALLIANCE
Employers moving health care forward



Topic 1:

Approaches for Engaging and Motivating the Workforce to Engage in Healthier Lifestyles.

-Refer to the Engagement Imperative pg. 159 in Laura Putnam's book: Workplace Wellness That Works-

(Play & Autonomy) Healthy Selfies -

- Employees submitted photos of their physical well-being, eating well or working out.
- The employer used Yammer with specific hashtags to get people interested.
- Many of their executives even participated.
- Sent out a mailer with a challenge card that included a pledge form that each person was to make for themselves.
- They sent it out soon after New Year's to tie in with everyone's New Year's resolutions.

(Play) 48-Hour Exercise-a-thon -

- This could include walks, lifting weights, running on the treadmill, etc.
- The employer also used Yammer to promote this challenge.
- This ran around Halloween so many people participated in their costumes.

(Autonomy) Gym Reimbursement -

- Employer A: Reimburses 36 visits in three months; the employee will get paid \$75 per quarter. They must provide proof of their visits. Although this program is brand new, employees sound interested and excited.
- Employer B: Reimburses 10 visits a month; they get paid \$20 in cash per month. Employee must provide a print-out from the gym. They have fun with it by hand delivering the cash to the employee on the floor to interest others.
- "Employee Support for Fitness Reimbursement" - Recent poll by Wellness Council of Wisconsin (WCWI) concludes that over 70 percent of member employers based in Wisconsin are offering some form of support to employees for gym membership and/or specialty fitness needs.

(<https://www.wellnesscouncilwi.org/WCWI/Resources/Member-Polls.htm>)

What is Yammer? -

Yammer is a social networking site used for private communication within organizations. Access to a Yammer network is determined by a users' internet domain so that only individuals with approved email addresses may join their respective networks.

Yammer is a Microsoft product and is FREE to use. Learn more here: products.office.com/en-us/yammer/yammer-features



SPOTLIGHT

Topic 1:

(continued)

Approaches for Engaging and Motivating the Workforce to Engage in Healthier Lifestyles.

(Autonomy) Grant Money -

- Grant money can also really help support individuals who work out at home; they apply for grant money and can be accepted based on their explanation of well-being.

(Autonomy) Charity Donation -

- One employer offers up to 16 hours of paid time off per employee to volunteer their time at a charity of their choice.

(Autonomy) Offering Work-Out Classes -

- Hold classes early in the morning, at noon or around lunch time and after work.
- Offer smart TVs or a Wii so people who are hourly can do classes on the TV or via a video game.

(Autonomy) Walking Treadmill/Stand-up Desktops -

- Encourage your employees to stand as much as possible and get their blood flowing. You can offer stand-up desktops.
- One employer purchased a treadmill desktop. Employees were able to reserve an hour a day to work while using it.

(Purpose) Create a Theme -

- An employer created a theme around their wellness program for the year that relates back to the employee - **"Who's Your Reason?"** This is a great example of going stealth, they are engaging their employees but not pushing it down their throat.
- Another employer did the theme of **"I live well because..."** They included this on commitment cards and for every commitment card that was submitted the organization donated \$1 to a charity of the employee's choice.
- **"Choose to Change"** was another theme used. Each employee could select what they wanted to work on. Surprisingly enough, every employee chose weight management.
- Include the theme or logo on communications whether it be in an email, mailer, flyer or banner.

(Competency) Create Lunch and Learns on Topics that Matter -

- An employer developed a series of lunch and learns on topics that their employees were interested in such as aroma therapy and oils, financial planning, exercises and stretches. The series interested different individuals and proved to be very successful for that employer.

(Autonomy) Allow multiple ways for employees to join an initiative-

- It is important to allow multiple points of entry to wellness initiatives for employees to give them more autonomy or freedom to join when they feel comfortable. Keep inviting people each time even if they don't show up and develop ways employees can join either at a later date or in a more "non-intimidating" way. Employers find that over time some employees are willing to participate.

Topic 2:

New Fresh Approaches to Well-Being

Discuss what "well-being pillars" your organization wants to focus on.

(Community) Connect with a Local Charity/Businesses -

- The Longest Day (Alzheimer's Association). This campaign is one day where they gather their employees together for activities that raise money for the Alzheimer's Association. They borrowed an Xbox Connect, Wii and held ping-pong tournaments. Each entry cost \$5.
- Local grocery stores or farms have been known to come to the worksite for free and teach employees about healthy meals and food.
 - Hy-Vee Dieticians Free Services: <https://www.hy-vee.com/health/hy-vee-dietitians/default.aspx>

(Community) Start a Garden or Offer CSAs -

- Inmates from one county jail help maintain a community garden.
- Create an event to use the crops from the garden. One employer hosts a Healthy Harvest Brunch that offers a meal and recipes.
- Create CSA shares from the garden's crop or offer CSAs from other local farms.

(Financial) Financial Wellness Planning -

- One employer has an agreement with their brokerage consulting firm to come in and provide one-on-one financial support to employees.
- Provide employees with a monthly benefits update.
- A lot of EAP programs offer financial services as well.
- One employer used their 401(k) provider to offer financial planning to employees. The 401(k) provider sends out emails and mailers on the employer's behalf to try and get people to come and talk about their benefits.
- Employers are also beginning to automatically enroll all their employees in their 401(k) plan.

*Some employers have found that if they offer financial advice to their employees that the employees think the employer should offer them more money. --- Join a discussion on LinkedIn regarding this topic.

<https://www.linkedin.com/groups/3672889/3672889-6233390210810462212>



Resources -

- **Tweet Tweet Wellness Challenge toolkit**
<https://www.wellnesscouncilwi.org/WCWI/Resources/Wellness-Challenges.htm>
- **WELCOA Expert Interview: Financial Wellness at Work:**
<https://www.welcoa.org/resources/jeff-rubleski-financial-wellness-work-key-steps-managing-mastering-financial-wellness/>



SPOTLIGHT

Topic 2:

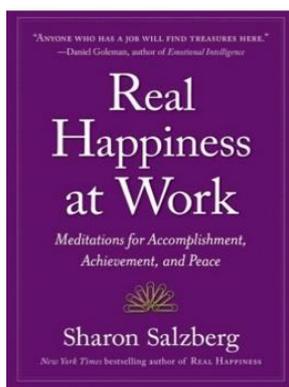
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New Fresh Approaches to Well-Being

Discuss what “well-being pillars” your organization wants to focus on.

Stress Initiatives -

- Daily meditation sessions with employees as facilitators can include guided sounds, movement or just quiet time. The duration of these sessions usually last 15 - 30 minutes. The 15-minute increments have proven to be successful because it allows the hourly employees to participate on their break time.
- Make these sessions about a calming practice that allows the individual to be centered, not about prayer.
- Buzzword: Mindfulness is a lifestyle that many are interested in learning more about.
- Example of being mindful is to allow employees to clear their minds before meetings. Lisa Grenfell with WCWI mentioned that they start each meeting with allowing their staff to start their grocery list as well as three things they need to get accomplished in the day....after that is completed then they start the meeting. This way they have cleared their mind of what they were thinking before the meeting.
- Mindfulness Book Club: One employer started a book club based around the book *Real Happiness at Work* by Sharon Salzberg.
- Other suggestions to offer employees for meditation is to take a deep breath before answering your phone and/or writing a goal down every day.



A follow-up to *Real Happiness*, the *New York Times* bestseller, Sharon Salzberg's *Real Happiness at Work* is a practical guide to improving work life through mindfulness, compassion, and ingenuity. It's about being committed without being consumed, competitive without being cruel, managing time and emotions to counterbalance *stress* and frustration. It shows readers how to be more creative, organized, and accomplished in order to do better, more productive work.

SPOTLIGHT

Topic 3:

Health Risk Screenings - Are Employers Finding Benefit in These and Coaching Programs?

- The Wellness Council of Wisconsin has a seven benchmark process that focuses on a data-driven wellness program. If you don't collect data and evaluate, there's no way to measure ROI or the overall impact that you're having on your organization and employees' wellbeing.
<https://www.wellnesscouncilwi.org/WCWI/Recognition/Well-Workplace-Process.htm>
- "Goals of HRAs and biometric screenings are to (1) provide baseline information for organizations and (2) feed information to individuals alerting them to areas that need improvement." -Laura Putnam, Workplace Wellness that Works book
- There are other types of data collection:
 - Employee Needs and Interest Survey: <https://www.welcoa.org/resources/employee-needs-interest-survey/>
 - Health Culture Audit: <https://www.welcoa.org/resources/health-culture-audit/>
 - Medical claims, pharmaceutical, preventive care usage, ergonomic assessment, culture audit, engagement, happiness, etc.
- Find out what's important to your senior management. This will help to decide the ROI you should measure for.
- One Employer finds HRAs to be very helpful. Several people have been made aware of a chronic disease they didn't know they had. They come into the employer's onsite clinics for counseling on diabetes, high cholesterol, etc.
- It's not just the same group that shows up for activities, it's the ones that you want to show up to help fix their chronic disease.
- An employer with an onsite clinic offers biometric screenings that are done in the clinic. In order for the employee to receive their results they have to visit the clinic and request a copy. Doctors provide notes on the results and schedule patients for a follow-up visit if needed.
- Another employer partners with a vendor that sends the results to the individual's primary care doctor. This proved to be very successful one year when a case of cancer was found early, which wouldn't have been caught if the results didn't go to their doctor.
- With biometrics and HRAs, another employer has seen a decrease in their diabetic medications. Their screenings are free of charge for employees and can be done on work time.
- One employer ties their participation in HRAs and biometrics to the employee's premium contribution. The employee can save 5 percent on their premium if they participate.



Topic 4:

Vendor Recommendations

- Wellness Council of Wisconsin & WELCOA: www.wellnesscouncilwi.org
 - On the Move: <https://onthemovechallenge.welcoa.org/>
- Healics: <https://www.healics.com/>
- Interactive Health: <http://interactivehealthinc.com/>
- Wellness Corporate Solutions: <https://www.wellnesscorporatesolutions.com/>
- HealthCheck360: <http://www.healthcheck360.com/>
- Marshfield Clinic Mobile Mammogram Unit
 - With a minimum of 10 people the mobile mammogram machine offered through Marshfield Clinic will come to your worksite and offer mammograms. It is a \$250 flat rate. https://www3.marshfieldclinic.org/business/?page=mobilehealth_mshuschedule
- Local Hospitals



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