Our Mission

Organizational
Healthways Well-Being Purpose…to be universally acclaimed for having created a healthier world, one person at a time.

Internal
Healthways Well-Being Purpose…to create a community that inspires each colleague to live their best life.
More Than Physical Health

Building Culture of Well-Being

Culture of Well-Being

Core Pillars for Well-Being

Leadership  Communications  Environment  Policy/ Benefits  Participation/ Measurement
Leadership

- “Leading Well-Being” Leadership Training
  - Manager/Supervisor training on the importance of well-being for their themselves, their direct reports and the company
  - Individual performance objectives around improving their well-being
    - Drives conversation between manager/supervisor and colleague
  - Leaders pressured to participate and role model well-being behaviors
    - Track leadership participation

Communications

- Ask your employees through focus groups and surveys
- Development of Well-Being Ambassadors at each location
  - Ambassadors are excellent at helping develop the culture
- Use multiple modalities
  - E-mails, desk drops. Posters, videos, text, Facebook, telephonic, etc.
- Indentify the influencers in your populations
  - Working with Activate Networks to identify influencers and actively engage them to influence well-being at their locations
Environment

• Easy Choice is the Healthy Choice
• Remove barriers
  • Onsite massage, fitness classes, ballroom dancing, gardening, health coaching, showers, bikes, ping pong, kickball, volleyball, ultimate Frisbee, self defense training, etc.
  • 80-90% healthy eating options
  • Workout Wednesdays – wear workout gear to work
• Non-tobacco campuses
• Assess all locations for consistency of culture

Policies & Benefit Programs

• Engaging employees in their health through programs and plan designs
  • Full replacement Health Savings Account – on average colleagues earn $1,200 in incentives into these accounts
  • Prevention always covered at 100%
  • Encouraging utilization of Employee Assistance Programs (EAP), Paid Time Off (PTO) and Health Advocacy programs
• Policies and corporate values support a culture of well-being
  • Time away from work policies support well-being
  • At least one value needs to be well-being based (encourage well-being improvement to be a business objective)
Data Measurement

- Using data to focus resources
  - Devote your limited resources to the locations or areas that you can make the greatest long term impact
- Create scorecards or dashboards that are engaging to senior leadership and the organization
- Define the measures you want to affect (nicotine utilization, BMI, Blood Pressure, Cholesterol, Glucose, etc.
  - Realize requires long term investment
  - Work environment has a significant impact (engagement)
  - Initial focus is participation

Healthways Outcomes

- Flat medical/pharmacy trend over last 3 years
- Nicotine utilization decreased 30% (7% of our population utilizes tobacco products)
  - At risk for cholesterol decreased 26%
  - At risk for high glucose decreased 37%
  - At risk for weight decreased 4% (despite increasing average age)