

Creating Management Support for Worksite Wellness



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1. Bring your posse.



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**2. Give kudos where
kudos are due.**

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3. Make the business case.

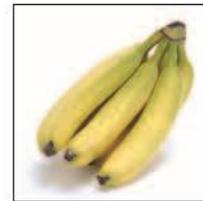
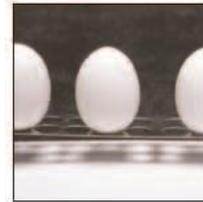


If Food Were Health Care

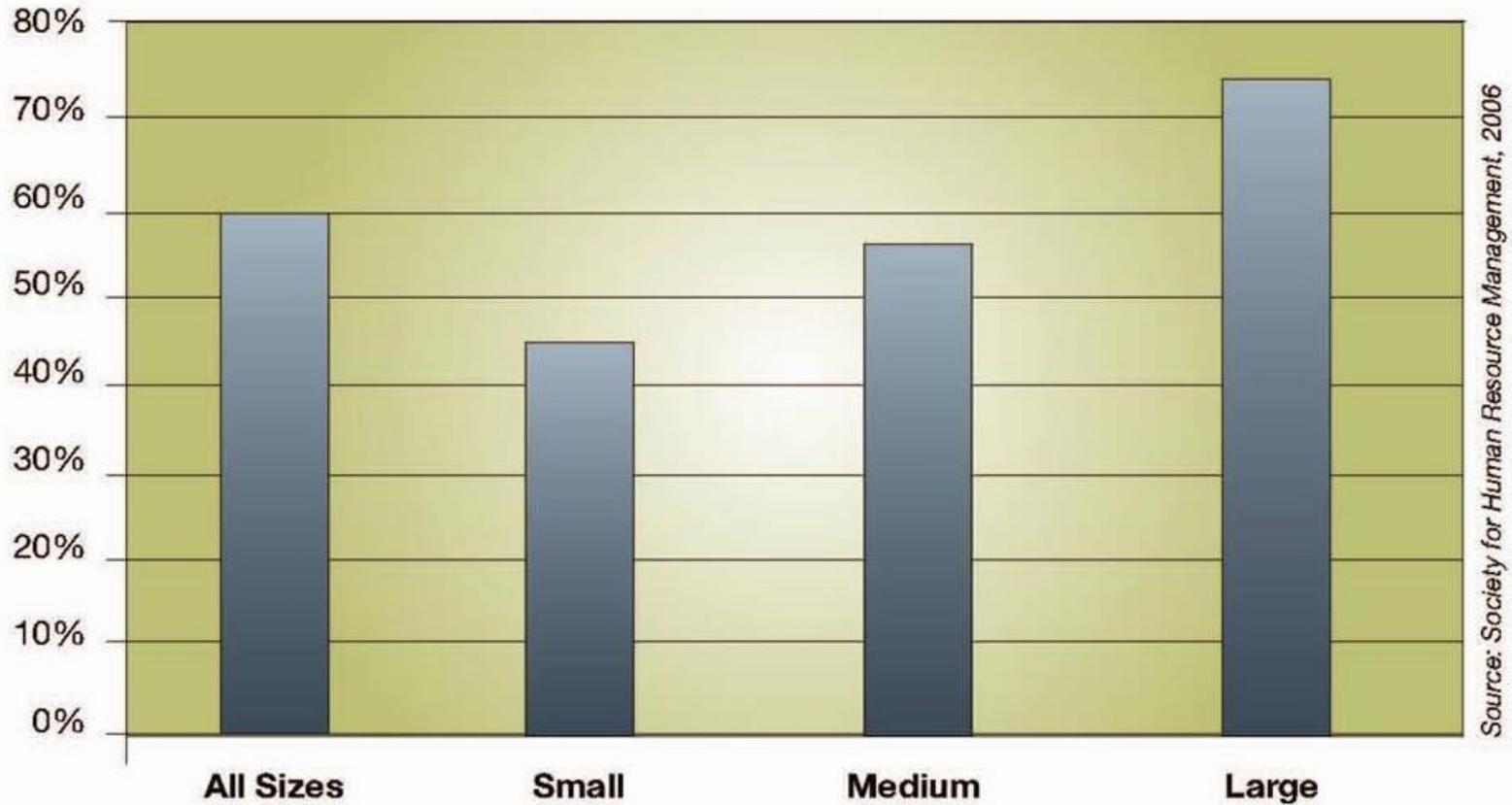
If food prices had risen at the same rates as medical inflation since the 1930's, we would be paying an astronomical amount for common grocery items as evidenced below.

1 dozen eggs	\$ 80.20
1 pound apples	\$ 12.23
1 pound sugar	\$ 13.70
1 roll toilet tissue	\$ 24.20
1 dozen oranges	\$ 107.90
1 pound butter	\$ 102.07
1 pound bananas	\$ 16.04
1 pound bacon	\$ 122.48
1 pound beef shoulder	\$ 43.57
1 pound of coffee	\$ 64.17
10 item total	\$586.56

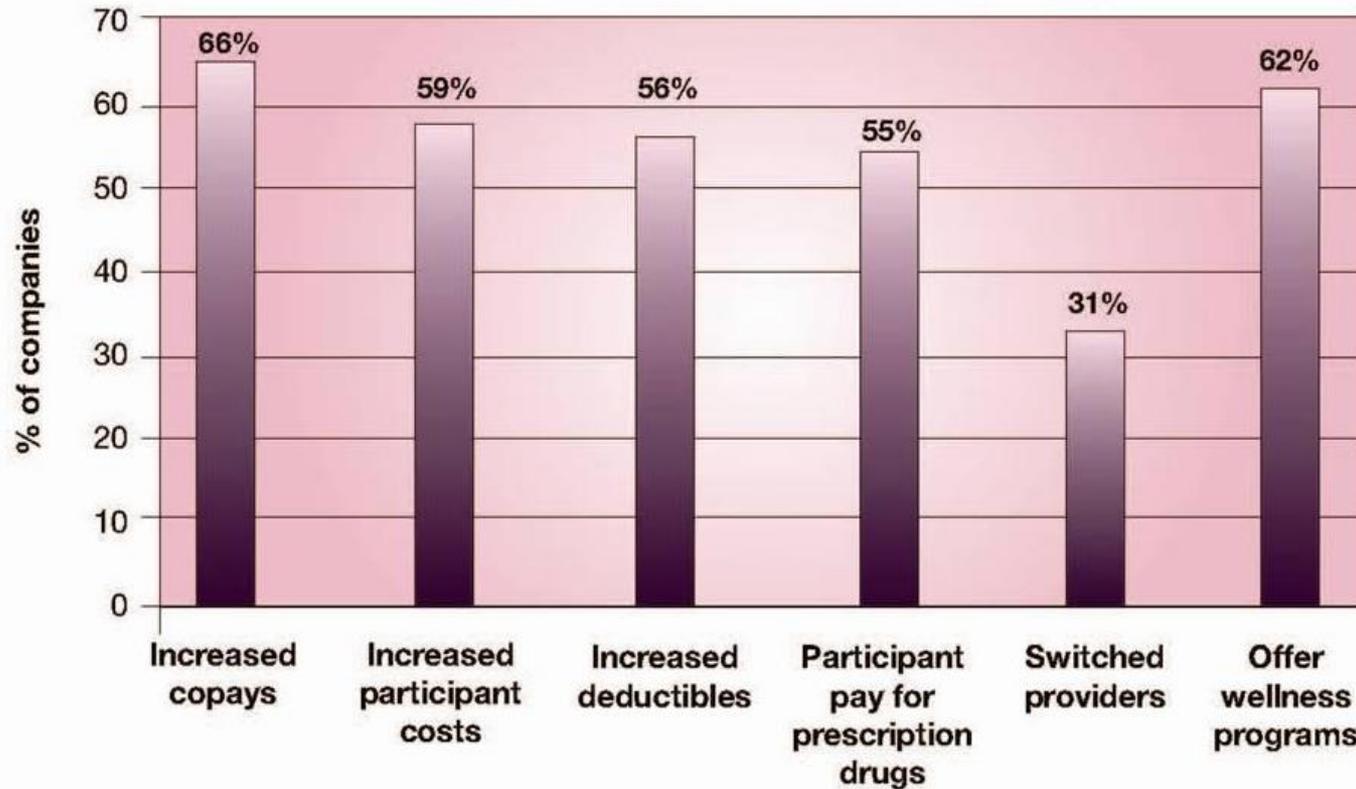
Source: American Institute for Preventive Medicine, 2007



Percentage of Employers Offering Wellness Programs



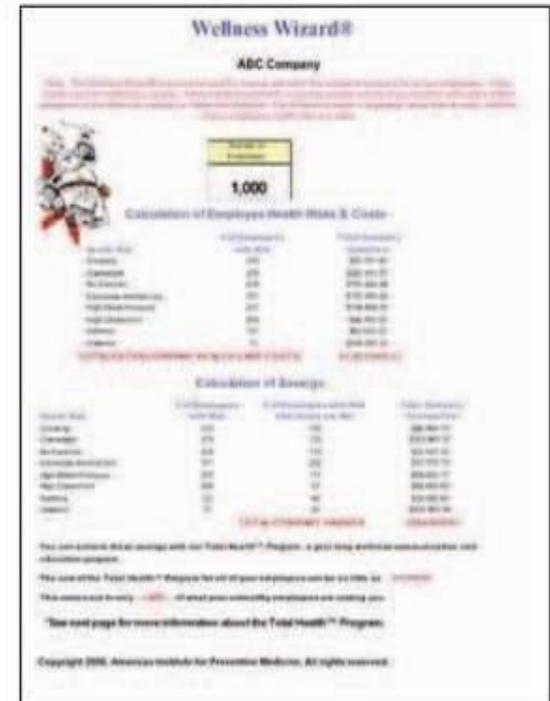
How Companies are Responding to Increased Health Care Costs



Source: Society for Human Resources Management, 2006

Risk Factors for Every 100 Employees / Members

- 25 have cardiovascular disease
- 12 are asthmatic
- 6 are diabetic
- 26 have high blood pressure
- 30 have high cholesterol
- 38 are overweight
- 21 smoke
- 31 use alcohol excessively
- 20 don't wear seatbelts
- 24 don't exercise
- 44 suffer from stress



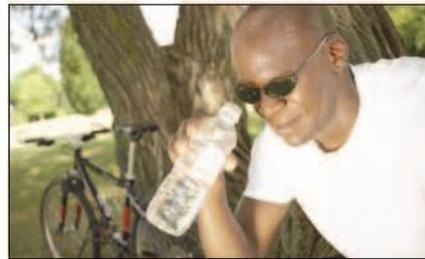
Source: Department of Health and Human Services, 2007

The Cost of an Unhealthy Lifestyle

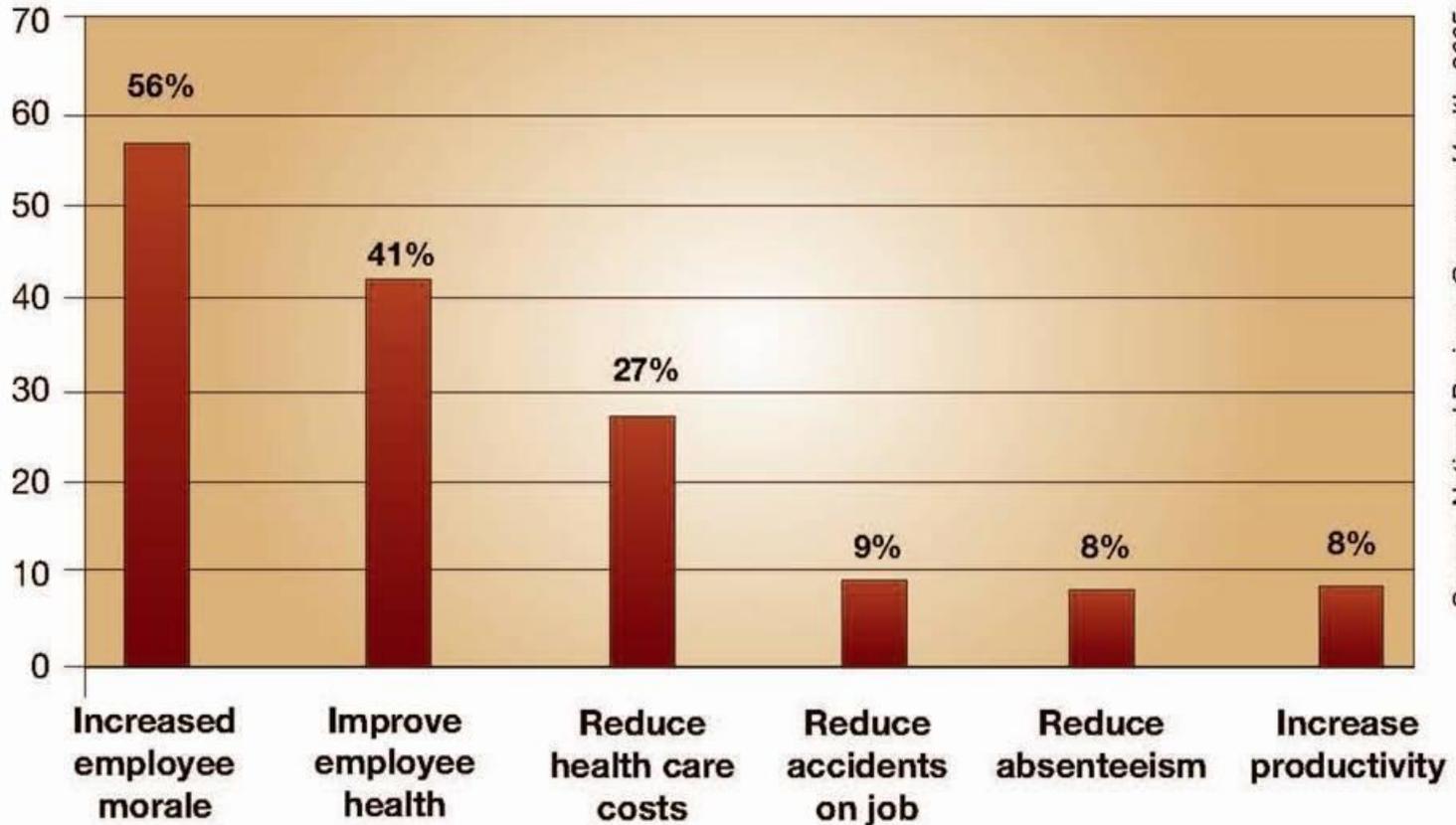
A major reason for the surge in wellness programs is that employee lifestyle counts for a vast majority of health care claims costs.

- **87.5% of health care claims costs are due to an individual's lifestyle.**

Source: Indiana University-Purdue University, Fort Wayne (IPFW) Study, 2006

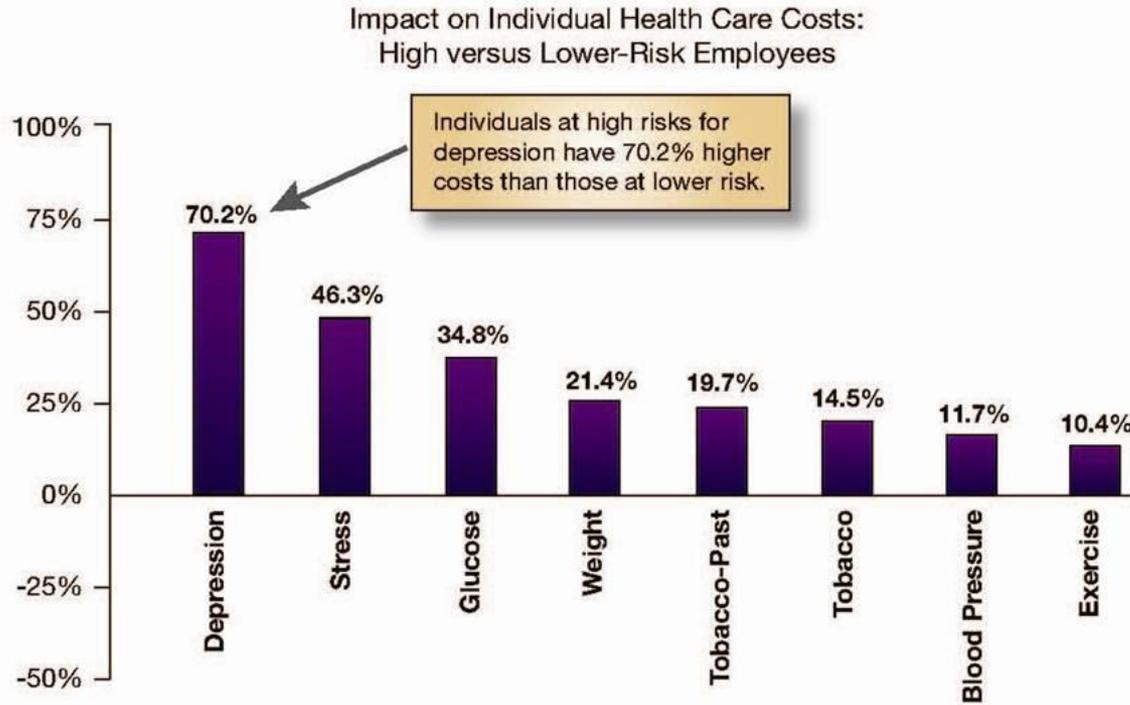


Benefits of Worksite Wellness Programs



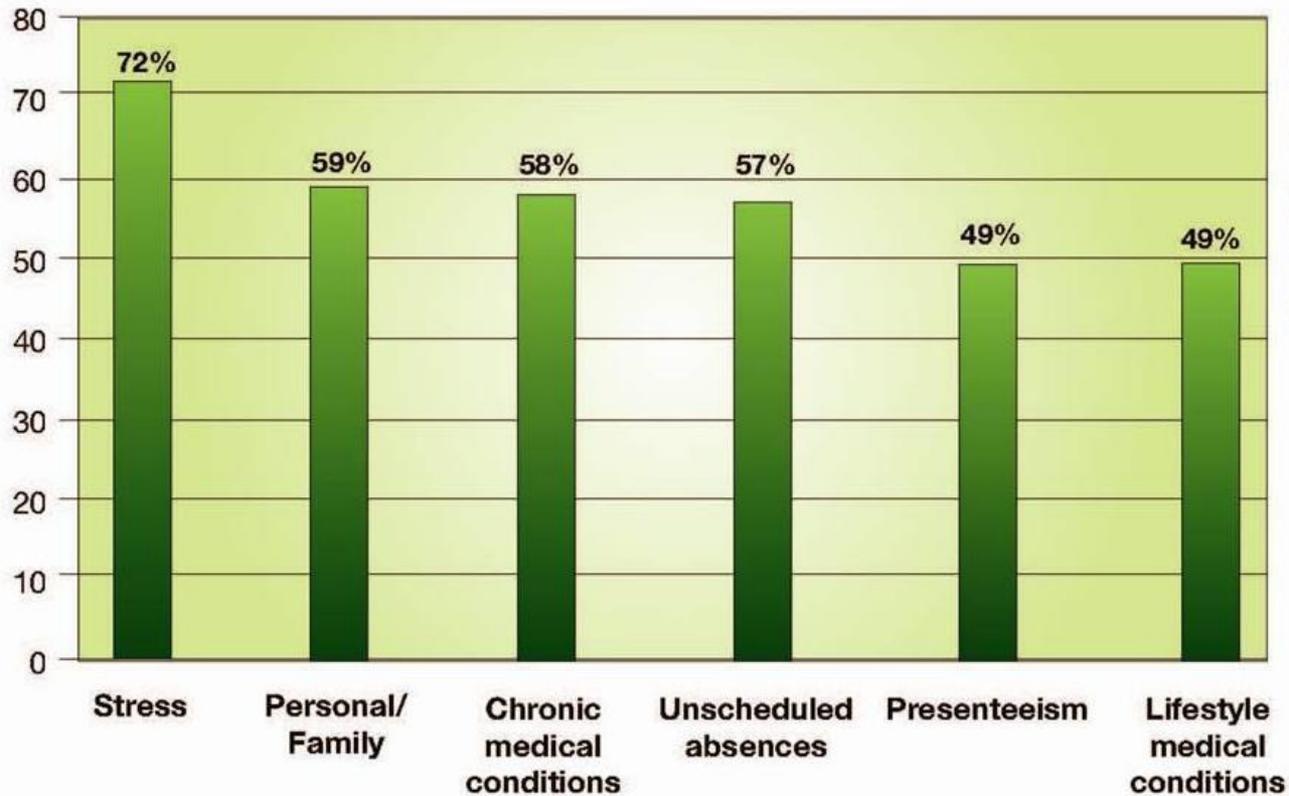
Source: National Business Group on Health, 2005

High Risk Employees Cost More



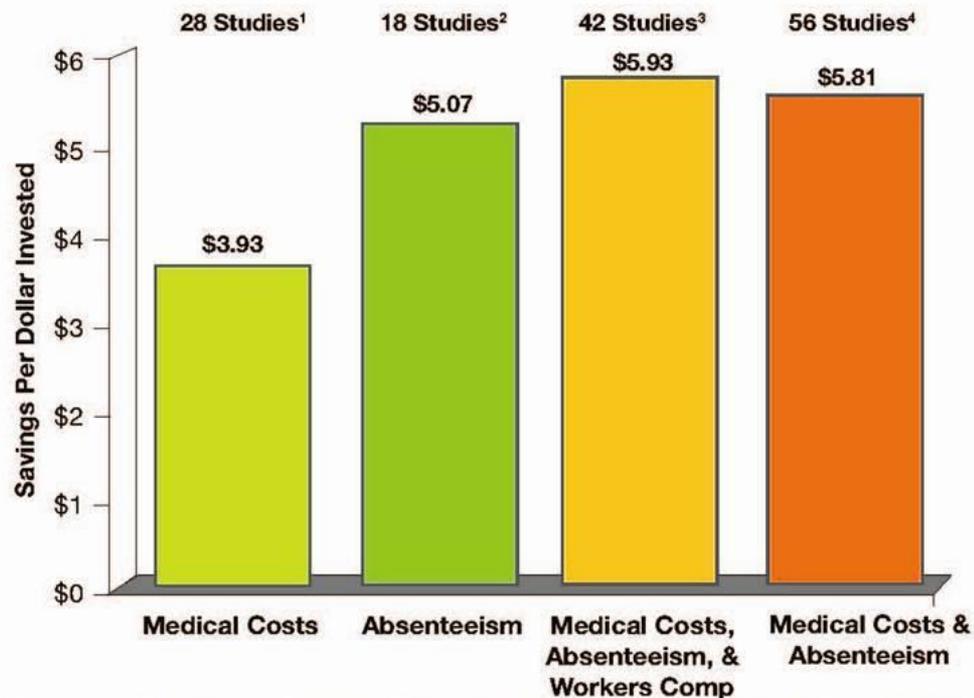
Source: Goetzel, Anderson et. al. *Journal of Occupational and Environmental Medicine*, 40; 10. October 1998; 843-854.

Issues Most Affecting Employee / Member Productivity



Source: Watson Wyatt, 2005

Return on Investment In Worksite Health Promotion



1. Source: Aldana, SG, *Financial impact of health promotion programs: a comprehensive review of the literature*, *American Journal of Health Promotion*, 2001, volume 15:5: pages 296-320.
2. Source: Aldana, SG, *Financial impact of health promotion programs: a comprehensive review of the literature*, *American Journal of Health Promotion*, 2001, volume 15:5: pages 296-320.
3. Source: Chapman, LS, *Meta-evaluation of worksite health promotion economic return studies*, *Art of Health Promotion*, 2003, 6:6, pages 1-16.
4. Source: Chapman, LS, *Meta-evaluation of worksite health promotion economic return studies: 2005 Update* *Art of Health Promotion*, 2005, p. 1-16.

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3. Make the business case.

**Also, share evaluative data
from your agency.**



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4. Show what exists.



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5. Show what is planned.

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**6. Show what managers
can do to role-model.**

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7. Ask for what you need.



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8. Small shifts yield big results.

