



# Worksite Well-being – Wellness Reimagined

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DFW ISCEBS  
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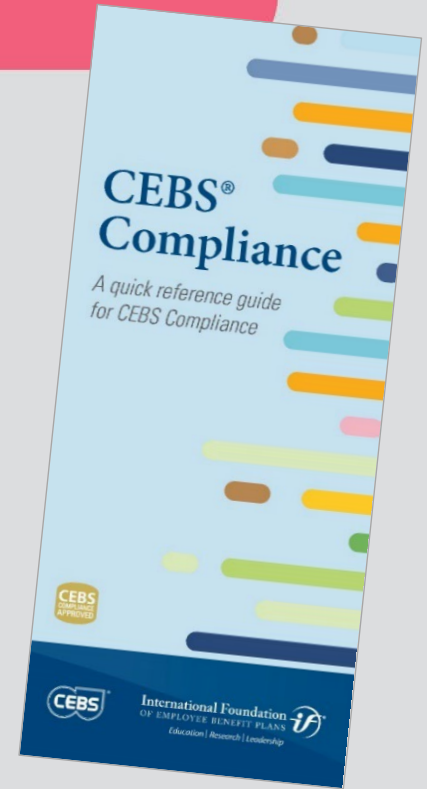


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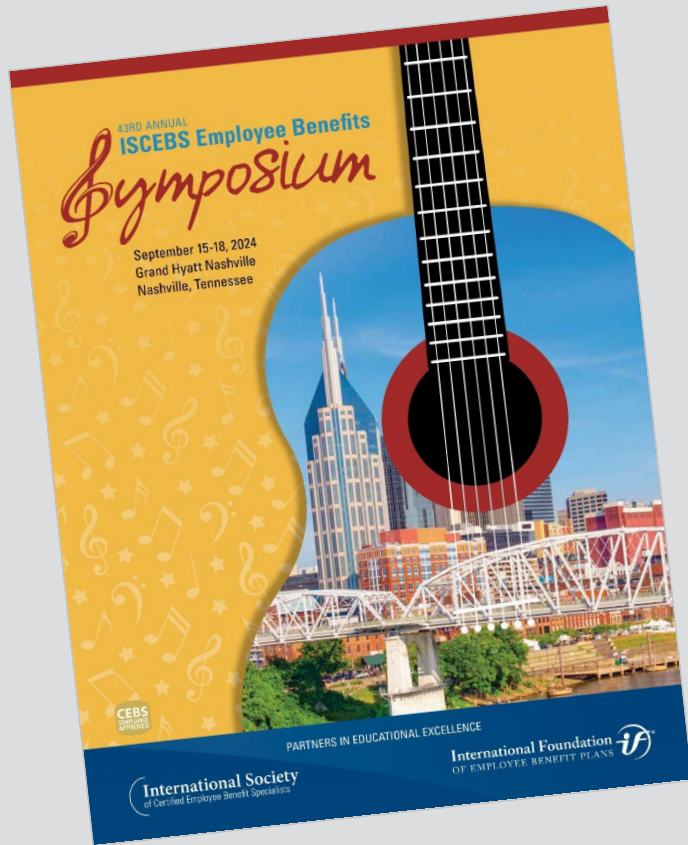
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# Worksite Well-being – Wellness Reimagined

*New era of opportunities for employees*

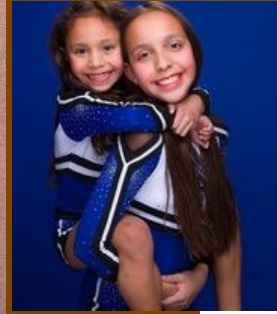
Hosted by:

**Marsh McLennan Employee Health and Benefits**

Facilitated by

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MMA Proud 7+ years  
 Corporate Health & Welfare 21 years  
 Population Health Management  
 Strategic Consulting  
 SMU Adjunct professor

STRATEGY



Nice to meet you  
 Superheroes 😊

**Audience Please**

# Wellness Reimagined

## Discussion Targets

- Stats and Facts
- Approach/Barriers/Opportunities
- Best Practices
- Resources to help
- Questions/ Final thoughts



# In the Well-being know

## Peer Pressure Positives

- 52% of US Companies offer wellness programs
- 50% of wellness programs include biometric screening
- 72% of employers saw a reduction in healthcare costs after implementing a wellness program
- The average return on investment for well-being 3:1 ---with disease/condition management 6:1
- Wellness programs can reduce absenteeism 14-19%
- 87% of employees consider health and wellness offerings when choosing an employer
- 69% of employers have a comprehensive workplace tobacco control ( policies, cessation programs, benefits and strategies)



# Stats and Facts

Making it rain employer \$\$\$

***Undeniable the potential impact that not having a well-being program causes on your bottom line.***



\$20 Million of opportunity loss for every 10k workers due to low well-being and its drain on performance.



\$322 Billion global cost of turnover and lost productivity when low well-being shows up as employee burnout.



\$45 Million avoidable sick days or the equivalent of all working individuals in Texas taking 3 days off every year



Employers cover half the cost of healthcare, 55%, via Health Insurance plans/ and pay 75% of premiums



¾ of the money spent by private insurance goes to treat employees with chronic conditions



36.4Billion is paid by US employers because of employees missing work with chronic conditions

# Employee Chatter

## keeping up to stay competitive

56%

Employees have fewer sick days. 60% say they're more productive when they work as well.

In addition, 30% say they've had a disease detected by these programs, allowing them to begin treatment before it progresses.

80%

of employees whose employers are engaged in their wellness say they **enjoy their work**.

79%

Of **employees believe worksite wellness programs help them be as productive as possible**. Similarly **79% also believed such programs had helped them avoid being sick..**

89%

of workers companies that support well-being initiatives are **likely to recommend their company as a good place to work..**

## It must be said....

- 80% of workers report that recent events have negatively impacted their mental health
- 65% say its affecting their ability to work.
- 14% of those in distress have sought mental health care- most paying out of pocket
- 70% of employees report burnout
- 90% of HR professionals report experiencing burnout



The Elephant in the Room

**Workers who feel unsupported by their employer are twice as likely to make a career change**



# HR Professionals: People Team Members

What is going on with the people's people....

98% of HR professionals reported burnout

94% overwhelmed

88% dread their work

97% emotional fatigue because of work

83% office politics disrupting the workplace

29% feel their work is valued in their organization

70% open to leave their jobs

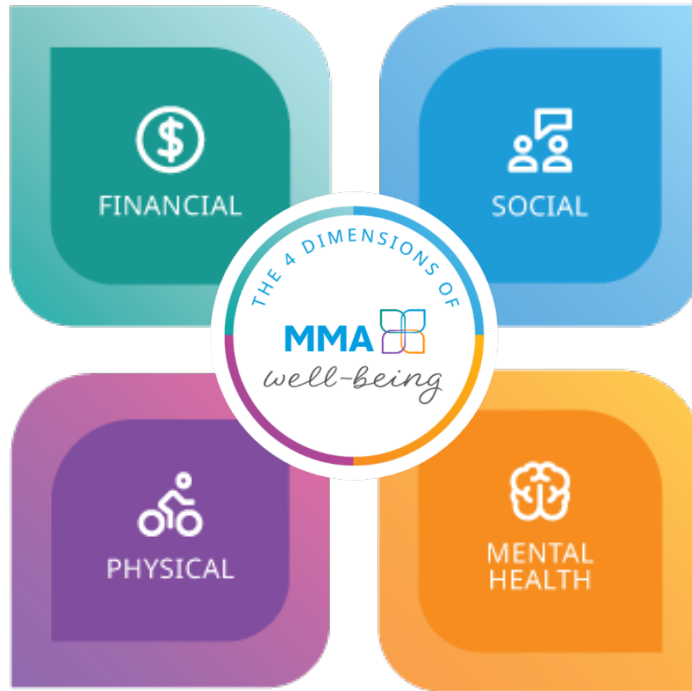
73% don't feel they have the resources to do their jobs

HR Professionals are bearing the load of burnout at a larger capacity

- Great Resignation
- Workplace changes
- 5 different generations working at one-time
- HR leaders feel the brunt of the workplace changed landscape



# **Approach - Opportunities - Barriers**

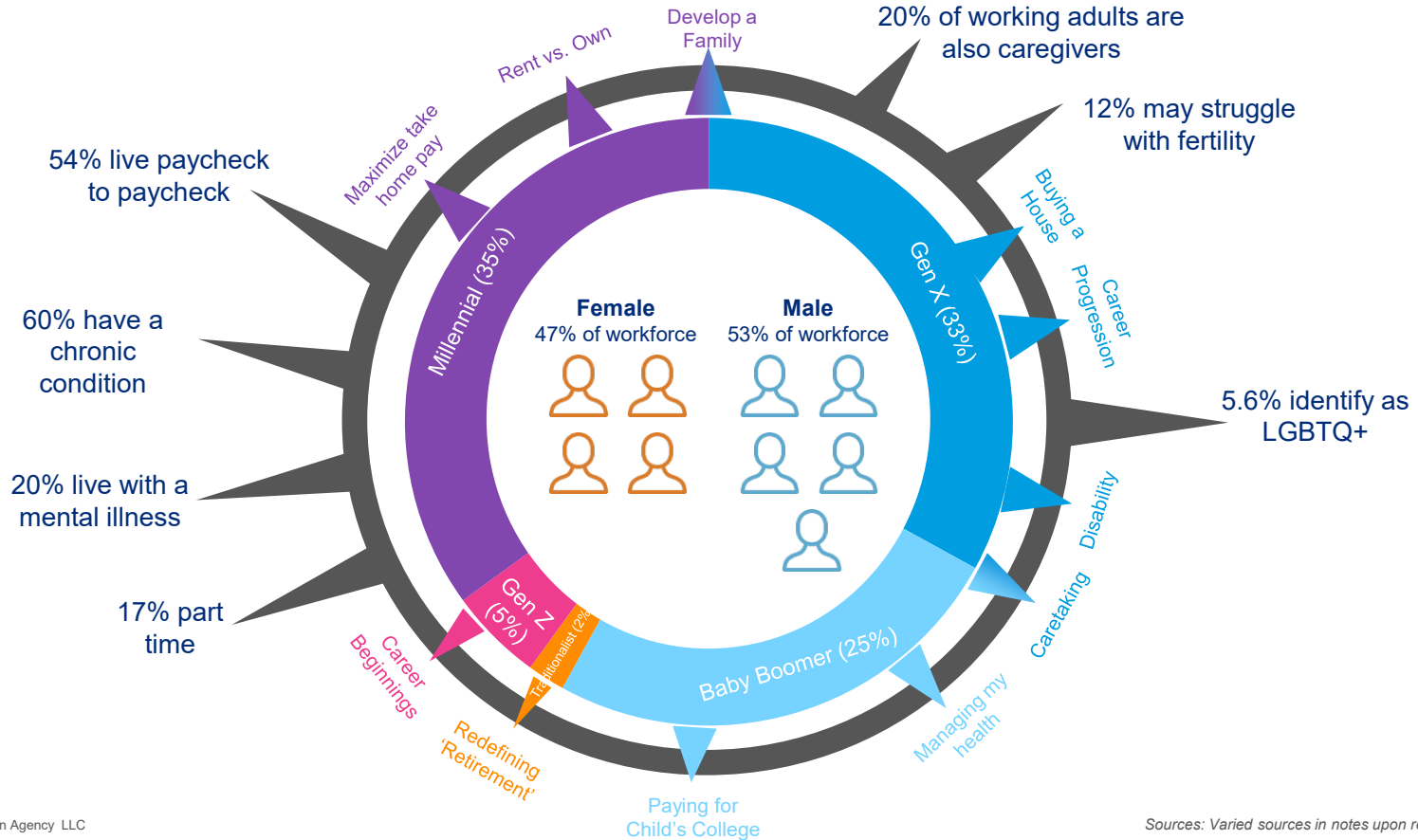


Marsh McLennan Agency takes a multi-faceted approach to delivering a balanced well-being program.

We work with clients to develop and implement actionable strategies that incorporate all dimensions of an individual's well-being to spark engagement at work, and let them grow outside of the workplace personally and professionally. The combination helps employees reach their full potential.

# No one thing will make all employees feel valued

It will take providing varied and valued benefits within a caring culture



# Seize Opportunities

Recognize and address barriers

*Don't miss an opportunity to level set and create enthusiasm! If you are not excited about it, your teammates won't be either.*

## Barriers

- Operating in departmental silos
- Piecemeals – Fragmentation – Disarray
- No buy-in
- Unsupportive attitudes - Well-being is fluff
- No budget
- No current Culture
- No dedicated staff – No one to help
- No Goal/ Vision or Mission
- We don't have time

## Opportunities

- Well-being is an initiative for ALL
- Be comprehensive and Complete
- Plant seeds– Influence upward – Direct your audience
- Unsupportive attitudes - Well-being is fluff
- Utilize public health and carrier resources
- Make a plan to integrate into business practice
- Build the team- incorporate colleagues outside of HR
- If the story doesn't exist, create it. Use your insights.
- Your employees spend most waking hours with you

# Best Practices

# The Well-being Game got better and more inclusive

So should the conversation

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Holistic Well-being

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Engagement

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Productivity

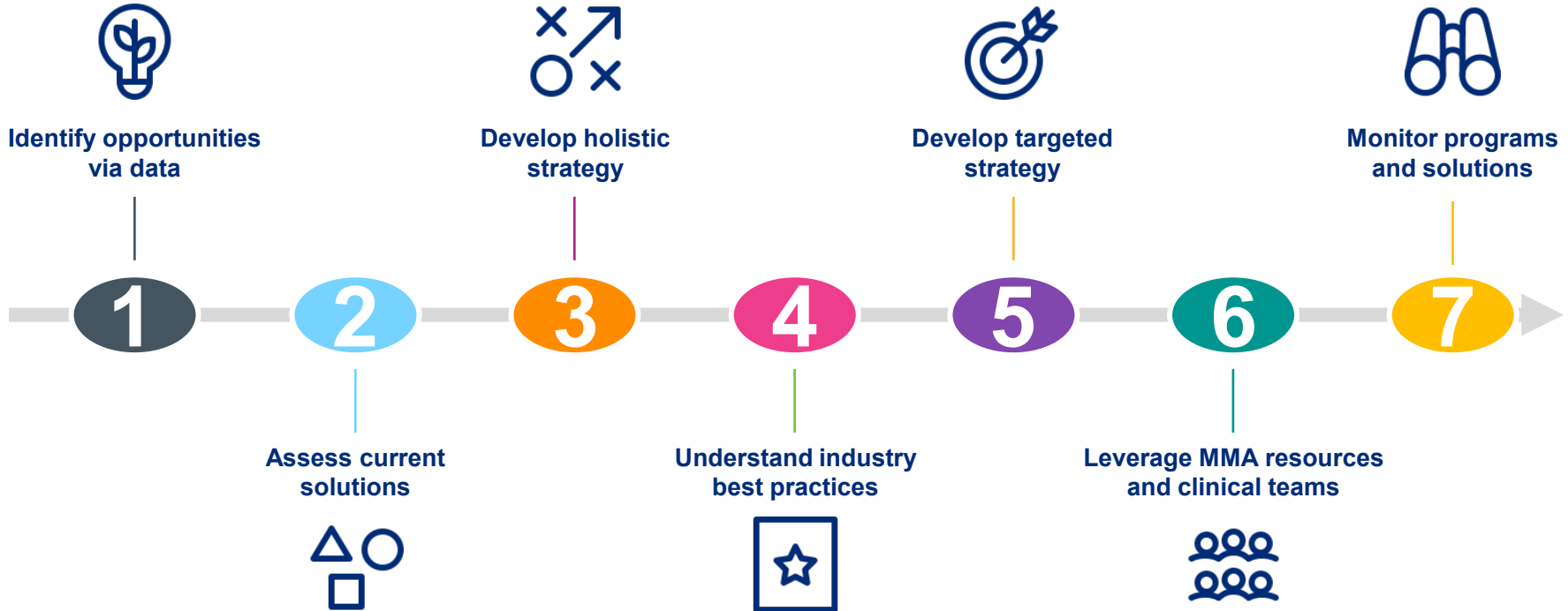
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Business Practices

**COMMUNICATION IS KEY!**



# Our population health data-driven strategy





# Resources

# Resources

Put the wheels in motion

Public Health  
Info

[HERO](#)  
[Centers for Disease Control](#)  
[American Heart Association](#)  
[QUIT Texas](#)

Partner/Carrier  
Resources

Health Plan Partners  
Broker Partners  
EAP  
Existing Vendor relationships

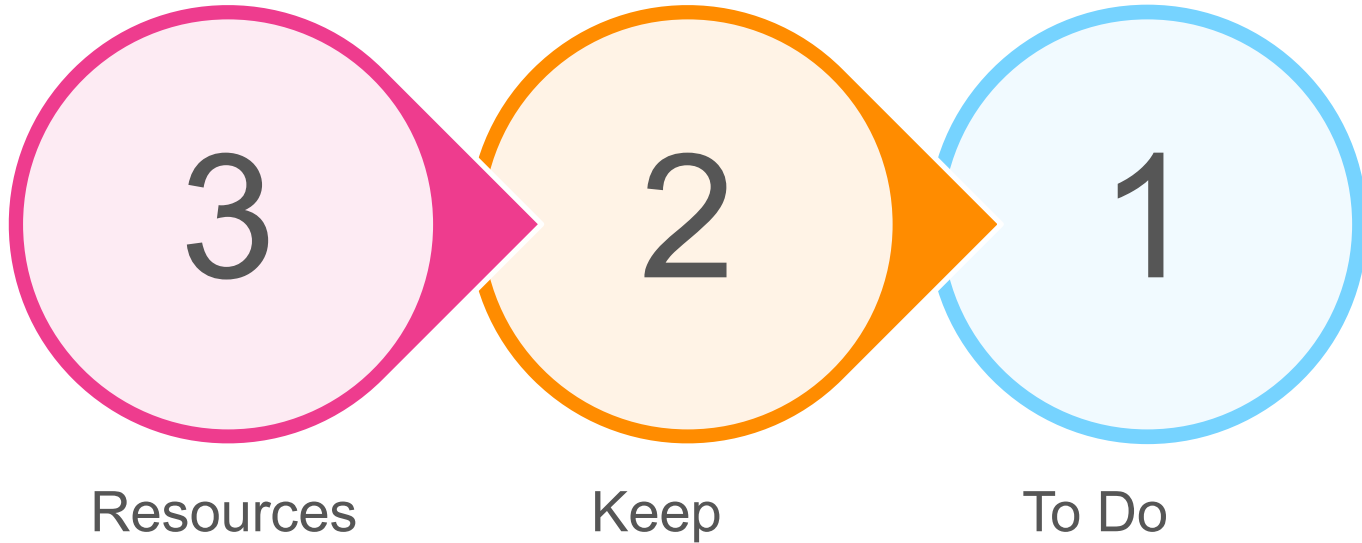
Tracking tools/  
Best Practices

[HERO Scorecard](#)  
[Centers for Disease Control](#)  
[American Heart Association](#)

MMA Playbooks  
MMA Toolkits

**Closing Thoughts – Take it Away!**

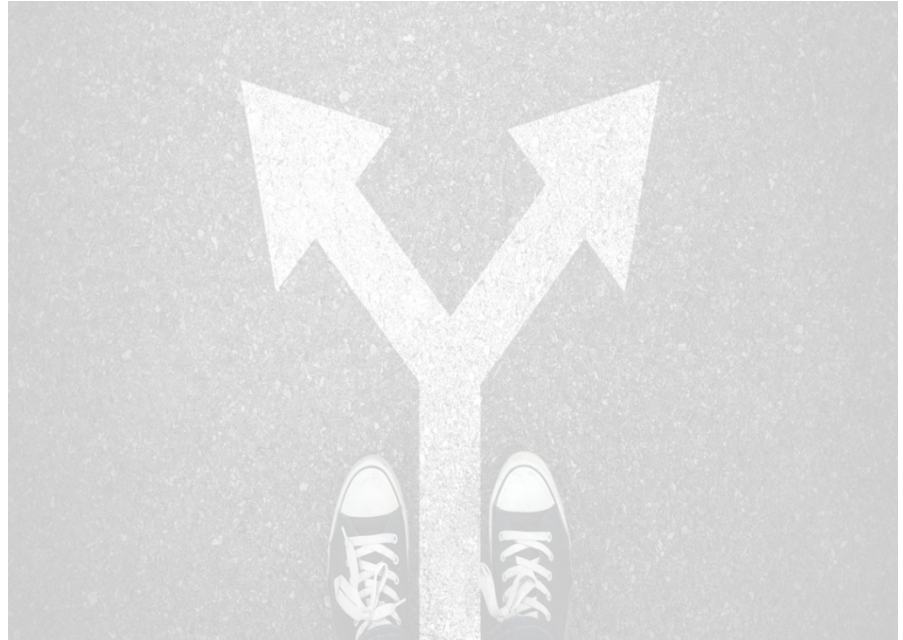
# Closing Thoughts



# Tips for Success

## 10 take aways

1. KISS IT
2. Use your peers for insight ---but make your program yours
3. The right timeline is the one that exists for you and your team members
4. Put the wheels on- Don't reinvent
5. Be holistic- Don't force it
6. Make it matter
7. Track it – What gets measured gets managed
8. Practice it – What gets managed means it MATTERS
9. Target it – Be specific and SMART with Goals
10. Embark on Journey - Well-being programs should evolve, pivot, and change as your organization does





**Self-Care is  
essential and  
crucial**

**You cannot pour from an empty cup**

# Questions



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