

Program Strategy and Design

Onsite Biometric Screening Good line up

Onsite testing is the key channel for educating individual employees about their state of health. Results of the screening are immediate and qualified health professionals explain the findings. Employees also receive written results that they can use when meeting with their medical professional or to measure improvement over time.

Health Risk Assessment (HRA) They are not all created equal

By answering lifestyle related questions and inputting data from the biometric screening, employees receive a "snapshot" of modifiable health risks and personalized action plans that support change. The aggregate results of the HRA give employers vital data that will inform specific programming decisions.

Risk Stratification Efficiency matters

Using data from the biometric screening and HRA, individuals are placed in low, moderate and high risk categories. Risk factors generally refer to those characteristics that can be modified by the individual such as body weight, physical activity, cholesterol or smoking. The number of risks, rather than a specific type of risk, is an important predictor of an employee's future health status and associated health care costs. Stratification of employees allows efficient outreach and health coaching to take place.

Smoking Cessation Programming:

Comprehensively addresses all sides of addiction: psychological, physical and behavioral.

Culture Change: Changing the workplace environment to include healthier choices for employees makes it easier for them to foster better eating and exercise habits.

Onsite seminars: Local and nationally known speakers can present a variety of health and wellness topics.

Medically Reviewed Newsletters: Provided each month, electronically or in hard copy, and customized with your

Health Coaching

You get out what you put in

Each population of employees is different. We customize solutions that promote workplace wellness to your specific population. These initiatives are the engines that drive results.

Coaching is provided by trained health care professionals from a variety of health disciplines. Coaching takes a whole-person approach that addresses all health factors contributing to a given behavior. In addition, the coach can cross refer the individual to other employee benefits already in place.

Based on the assessed needs of an organization's population and the defined goals of the wellness program, a number of complementary programs and services will be introduced. Providing a range of tailored solutions facilitates total population engagement and changes an organization's overall risk profile over time.

Web Portal: Customized to provide a personalized, experience for the employee highlighting programs and benefits you want to promote.

Online Healthy Living Programs: Programs personalized for employees based on their HRA results. The programs are interactive and action-oriented.

Challenges: Fun and interactive online programming in which teams compete against each other to get staff excited about wellness.

Evaluation

Assess where you've been to know where you're going

During this phase, clinical results, fiscal outcomes and employee feedback are reviewed. This data is used to modify the strategy and design employed during the next programming period.