



12TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop F

Fundamental Practices – Impact of Wellness
... **Development of a Simple but Strategic
Wellness Program that Promotes Optimal
Well-Being, Improves Productivity
& Supports Effective Management of
Rising Healthcare Costs**

11:15 a.m. to 12:30 p.m.

Biographical Information

**Shanna S. Dunbar RN COHN-S,
Certified Health Coach, Certified MHFA Instructor
Certified TWP / DFWP Provider
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Shanna brings over 25 years of occupational health experience to Workplace Health, Inc., specializing in improving the Health & Productivity of employees for the clients she serves.

She is currently directing Health & Productivity programs for corporate clients planning, developing and implementing health promotion programs, including health fairs, disease & care management and wellness coaching programs and is one of the few Certified Intrinsic® Health Coaches in Ohio.

She also has expertise in reducing overall health care costs for clients by developing programs that positively impact the bottom line.

She has been involved with development and implementation of Drug Free Workplace programs since 1988. She is also a nationally recognized speaker. She has been a certified transitional work developer since 2001. She is one of the first to be certified as an instructor of Mental Health First Aid Certification courses in the State of Ohio.

She is certified in Occupational Health Nursing as a Specialist (since 1993) through the American Board of Occupational Health Nursing as well as the current President of the Ohio Association of Occupational Health Nurses. She holds a Certificate in Workers' Compensation Administration and Management and has also been a Case Manager since 1993. Her educational preparation at UCLA in Kinesiology brings a particular expertise in Ergonomics and job analysis.

She has worked with employers in Occupational Health since 1986 and has promoted cost-effective program management in Health & Productivity Promotion, Substance Abuse Prevention, Injury and Illness Prevention, Disability Management, Workers' Compensation Risk Management, Mental Health First Aid, Medical Surveillance and Transitional Work. Her expertise is in teaching companies how they can save money with their health care dollar.

Developing a Simple and Strategic Wellness Program

Presented by
Shanna Dunbar, RN COHN-S
Founder, Workplace Health Inc.



Shanna Dunbar BSN RN COHN-S



Objectives

- Describe the Strategy of Wellness Programming
- Explain How to Promote Optimal Well-Being
- Demonstrate Ways Wellness Programs Improve Productivity
- Show New Innovations that will Address Rising Health Care Costs

Strategy of Wellness

Simple yet effective!

Wellness NOT working!

BUSINESS JOURNAL FEBRUARY 4, 2015

PRINT

Most Company Wellness Programs Are a Bust

Douglas R. Stover and Jade Wood

STORY HIGHLIGHTS

- Well-being includes five key elements -- not just physical
- Support of well-being must be embedded in a company's culture
- Managers play a key role in promoting employee well-being

How do we get WELLNESS
into Culture?

health
happens
here



In The Workplace

SAFETY IS



EVERYONE'S RESPONSIBILITY

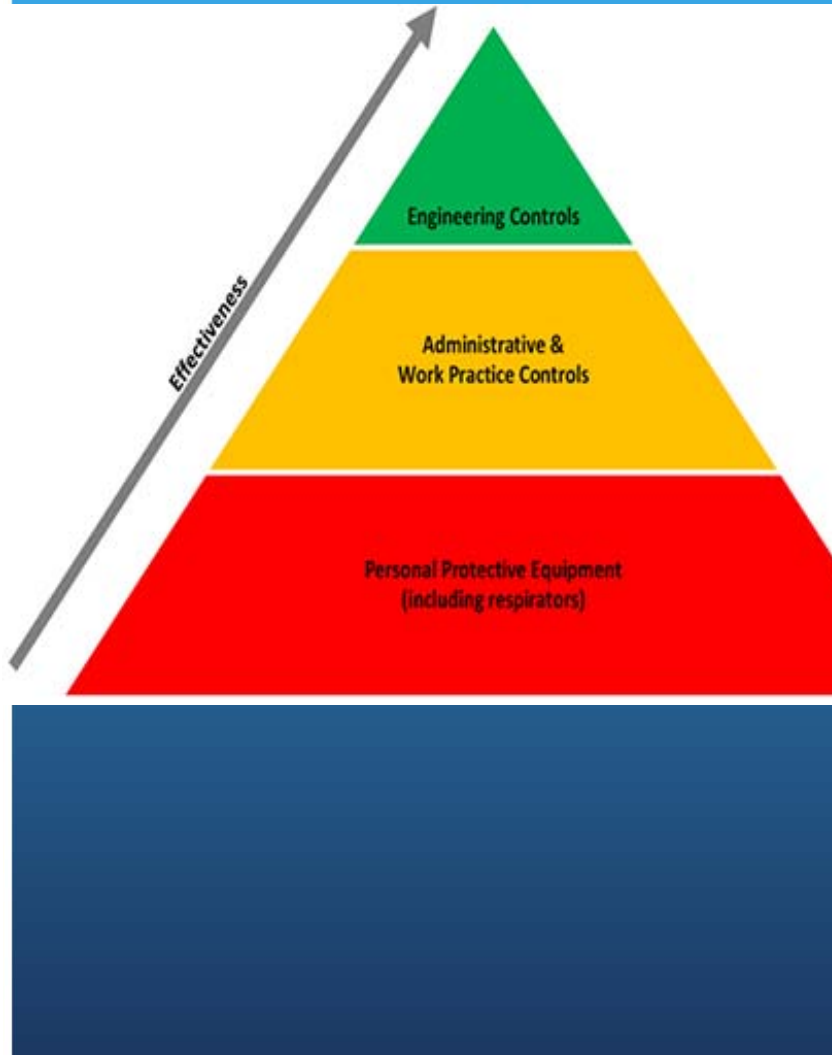
Significantly
Below
Requirement

Performing
Below
Requirement

Performing
At Or Above
Requirement

Best Practice
Performance

Building a Safety Culture



~~DISABILITY~~



Safe Work Environment



What is Occupational Health and Safety?



A Safe Workplace makes Money

- **Paul O'Neil** leader of Alcoa ~ sole priority was to **increase safety** at each facility - in 13 years
- Productivity soared
- Accident rates decreased
- Income grew 500%!!





Building a Culture of Well-Being

Leading Indicators



Biometric
Testing

Environ-
ment

Policies

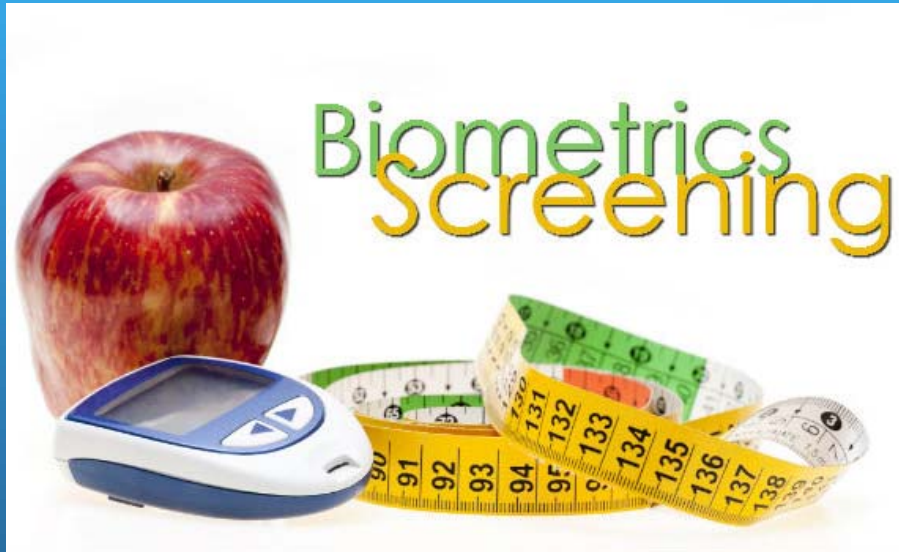
Commun-
ity

Promote Optimal Well-Being

Simple yet effective!

Evidenced-based

Building a Culture of Well-Being



- Blood Pressure
- BMI - Waist circumference?
- Cholesterol: TC and HDL
- Blood Sugar / A1C
- FUNCTIONAL testing??
- WHY DO IT???

Building a Culture of Well-Being

take the
stairWELL

Congrats!

Hope you enjoyed

our FREE fitness equipment

 livehealthyloraincounty.com

*Funding provided by
Communities Preventing Chronic Disease

* Concept adapted from the Knox County Health Dept.



**Sustain the change - make
physical activity part of your
workplace culture**

**Create supportive
environments that
encourage active behaviors**

Lorain County Health District

WHI
Improving Employee Health

Building a Culture of Well-Being

SELLING THE C-SUITE

MANAGER

Wellness program elements



Personal
Accountability



Habits of
Health



Communi-
ty



Healthy
Feelings

Personal Accountability

Unpack it!



**AWARENESS IN AND OF ITSELF
IS CURATIVE.**

-FRITZ PERLS, GESTALT THERAPY





**The
key to
WELLNESS
is to accept
personal
responsibility
for your health
& wellbeing.**

DO NOT LET
SOMEONE'S
IRRESPONSIBILITY
BECOME
YOUR
RESPONSIBILITY

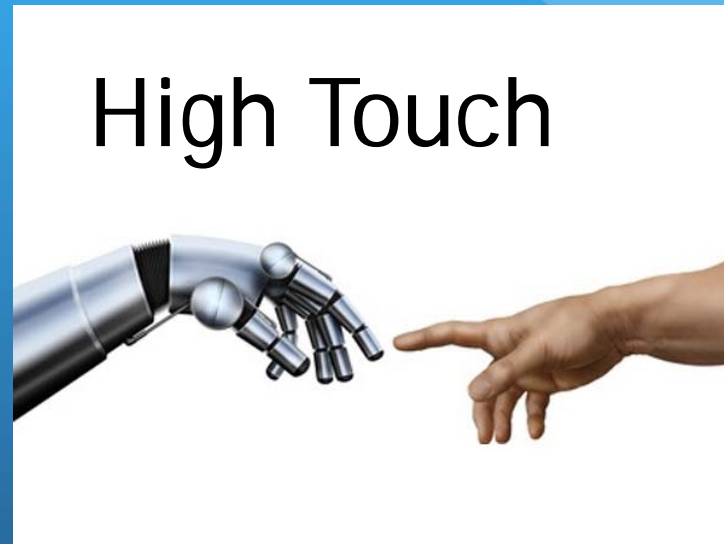
— JJB —

It is *health* that
is real wealth and
not pieces of gold
and silver.

Mahatma Gandhi



Latest and Greatest



Data Tracking-MetroHealthy



Welcome to
the Wellness Portal



Caring for Ourselves to Care Best for Others

Current User Login:

Username

Password

[Forgot password?](#) [Forgot username?](#)

Login

First Time Users: Register Here!

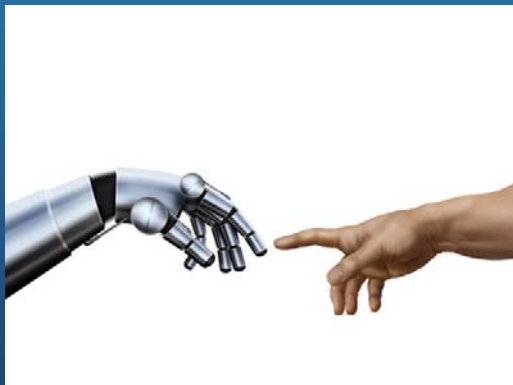
The information you provide on this site will be kept strictly confidential. Your personal information will not be shared with Cerner.

[Click here to sign up >>](#)

Providing Solutions

- Health Coaching services

“Help individuals find their best thinking to guide them toward optimal health”





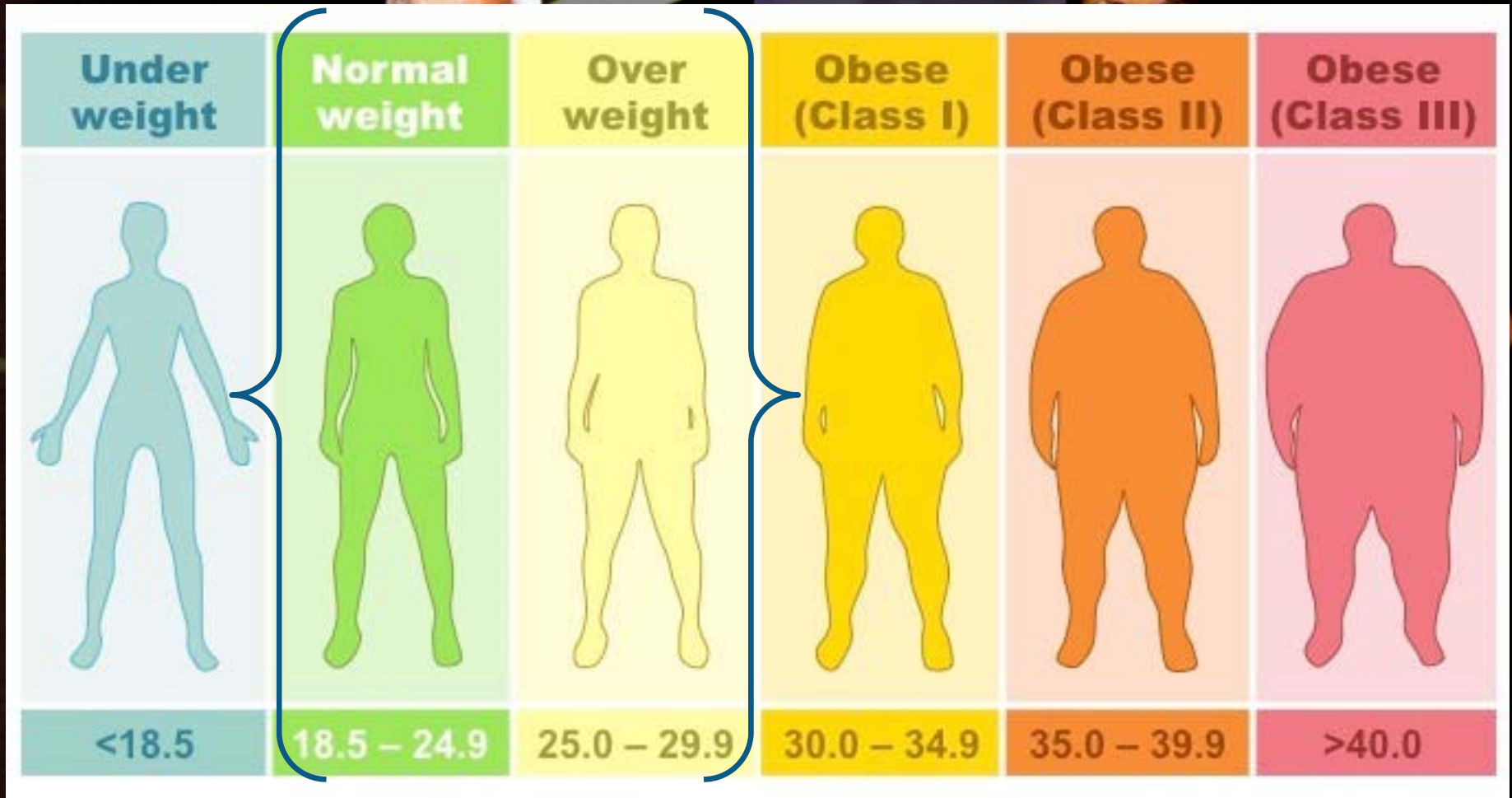
Providing Solutions

- Portal and Health Coaching services
- DRIVE Engagement!



Habits of Health

Holistic Approach



SLOW
DOWN

KEEP
CALM

BE
POSITIVE

TAKE
IT
EASY

UNPLUG

ENJOY
LIFE

HAVE
FUN

BREATHE

RELAX

GO
OUTSIDE



MEDITATE

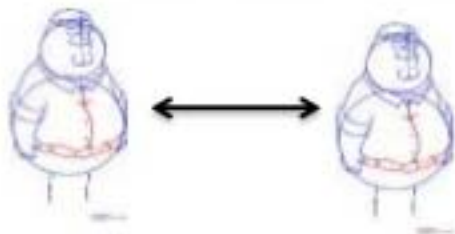
Community

Who are you hanging around with???

Obesity is contagious!!

- If a *mutual friend* becomes obese (fat), it triples a person's risk of becoming obese!

3x RISK, or 300% increase



**MUTUAL FRIENDS: BOTH NAME
THE OTHER AS A CLOSE FRIEND**

Obesity Among Friends

A study of 12,067 people over three decades found that people were at a greater risk of becoming obese when a close friend became obese.

Workplace ENVIRONMENTS

THIS



NOT THAT



THIS



NOT THAT



THIS



NOT THAT



THIS



NOT THAT



THIS



NOT THAT



THIS



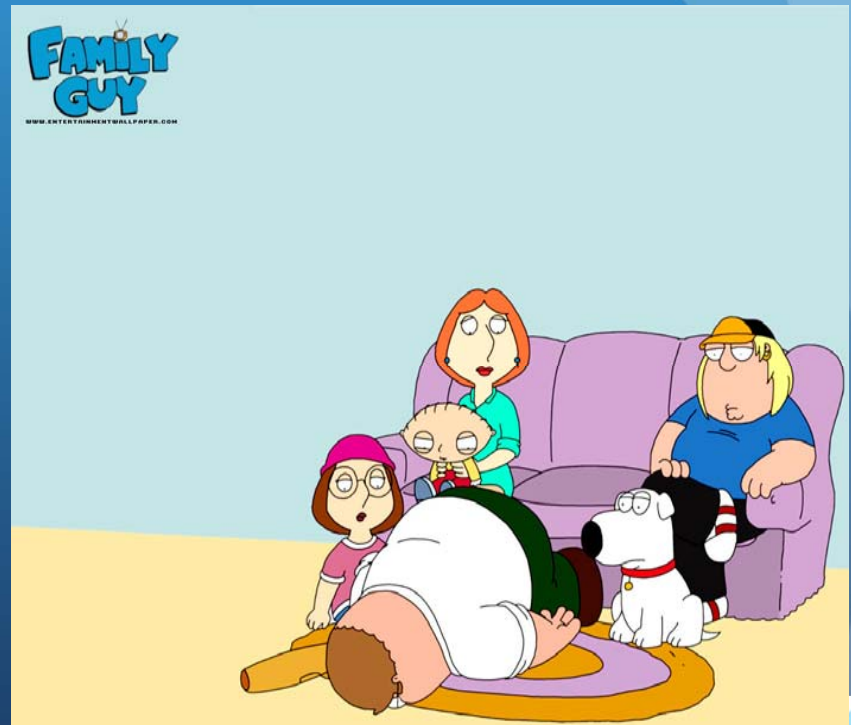
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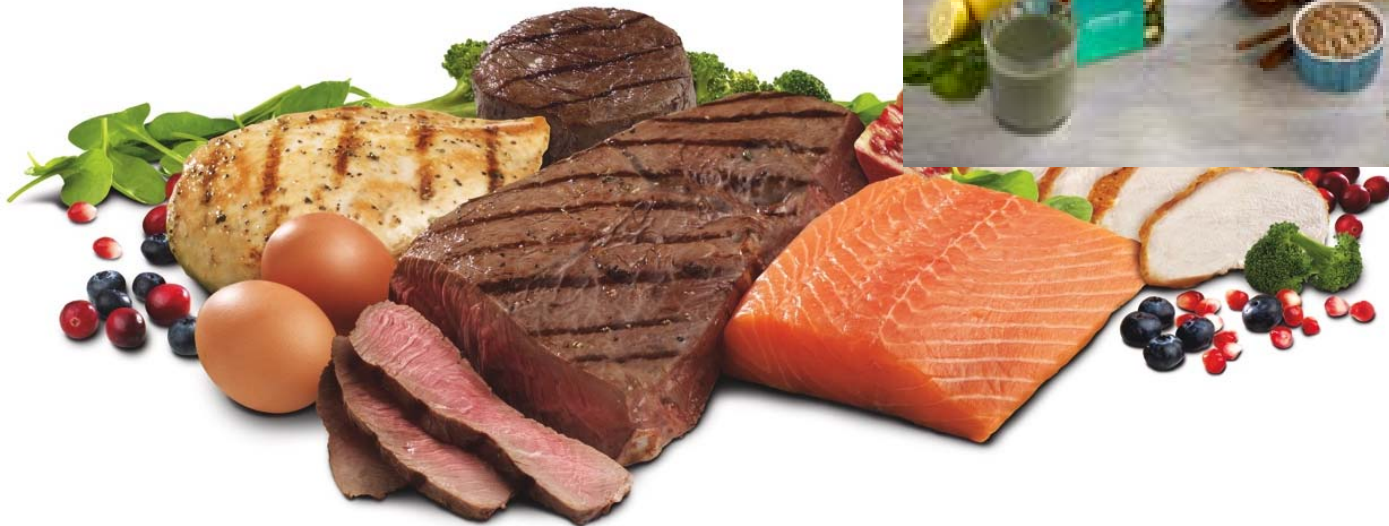
NOT THAT



Healthy Fuelings

Low glycemic - high protein - quick!

Healthy Fuelings



Improving Productivity

What is the real ROI of wellness programs?

Improving Productivity

- Employees value a company's commitment to their health
- Integrate programs, services, and policies to promote employee health
- Create a supportive environment

“Dow directly links the health of its employees to business goals. Dow's success in establishing a culture of health is the result of their comprehensive approach that focuses strongly on prevention”

Read their story at cdc.gov

ROI: Productivity

- Workplace Wellness Programs Can Generate Savings¹
- Meta-analysis Harvard School of Health Economics (2010)
- “We found that medical costs fall by about **\$3.27** for every dollar spent on wellness programs and that absenteeism costs fall by about **\$2.73** for every dollar spent”

¹ [Katherine Baicker](#), [David Cutler](#), [Zirui Song](#)

- Texas A&M University - Baylor University - University of Texas at Houston - M.D. Anderson Cancer Center
- Found: “The ROI on comprehensive, well-run employee wellness programs can be as high as **6 to 1**”.
- “Companies ... have reaped big rewards in the form of lower health care costs, greater productivity, and higher morale.

Leonard Berry , Ann M. Mirabito , William B Baun

Business Case

Zero Trends follow

“Don’t Get Worse”

and

**“Help the Healthy People
Stay Healthy”**

New Innovations

Increasing Employee Engagement!

Latest and Greatest: Diabetes Prevention Program

- GOAL 1: Lose 5–7% of your body weight
- GOAL 2: Gradually increase your physical activity to 150 minutes per week.

Research has shown that YMCA's Diabetes Prevention Program can reduce the number of new cases of type 2 diabetes by as much as 58% and by 71% among adults aged 60 years or older.



Latest and Greatest: Optimal Health Program

- Clinically Proven, Doctor Recommended
- Holistic approach - building healthy habits
- Recommended by over 20,000 doctors since 1980
 - Health Coach Community - *ONGOING* support
 - Habits of Health Healthy Fuelings
- Introduced to workforce at no charge.



Lifelong Transformation,
One Healthy Habit At A Time.™

Results vary. Clients can expect to lose 2-5 lbs. per week for the first 2 weeks and 1-2 lbs. per week thereafter.





Latest and Greatest

**INCREASE
ENGAGEMENT!!**

Introducing the latest



Track:

Steps and Calories
Heart Rate
Blood Pressure
Breath Rate
Perform ECG/EKG
Sleep Quality and Mood
Blood Glucose*

*coming 2017

**Connect to chronic
disease management**



Latest and Greatest!

- <http://workplacehealth.helo.life/info>

Making a Difference



Results Vary. Typical results 2-5lbs. a week for the first 2 weeks. 1-2lbs. a week thereafter.



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Results vary. Typical weight loss on the Medifast 5 & 1 Plan® is 2-5 lbs per week for the first 2 weeks and 1-2 lbs per week thereafter.

Be Healthy By

Choice

Not by

Chance

QUESTIONS???

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