Marathon Health™

16th Annual Ohio Employee Health & Wellness Conference

Building a Workplace for Mental Wellness: Strategies & Managing Options

08.29.2023

Learning Objectives

01	How to create a culture that prioritizes mental health and provides a safe space for employees, including tangible tips and best practices.
02	An understanding of the value employer-sponsored Behavioral Health Services delivers through an integrated experience with advanced primary care.
03	What are priorities of managing and choosing behavioral health access for employers

Meet the Team

Erin Thase, Ph.D.

Licensed Psychologist
National Director of
Behavioral Health
Marathon Health

Eric Neuville

Vice President
Market Development
Marathon Health

Bill Klein, M.D.

Physician
Cincinnati Network
Marathon Health

Tim Schilling, LISW-S

Licensed Independent
Social Worker
Behavioral Health
Specialist
Columbus Network
Marathon Health

Question #1:
In your organization, do you think there are negative attitudes towards people with mental health challenges?

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Stigma in the Workplace

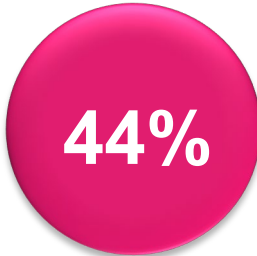**Employees who don't seek help due to fear of stigma**

60%

Employees who left a job for mental health reasons (Millennial 68% & GenZ 81%)

62%

Missed workdays that could be attributed to mental health

50%

Employees who feel comfortable talking about mental health with their employer
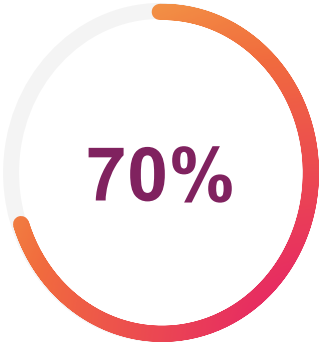
44%

Question #2:

Do you think employer's should play a role in their employee's mental health?

Role of the Employer

70%

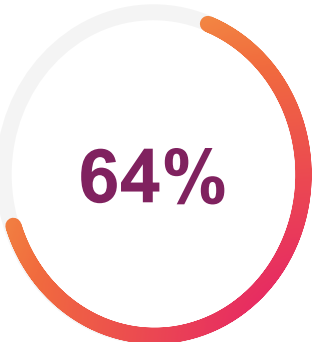Mangers had the greatest impact on an employee's mental health

50%

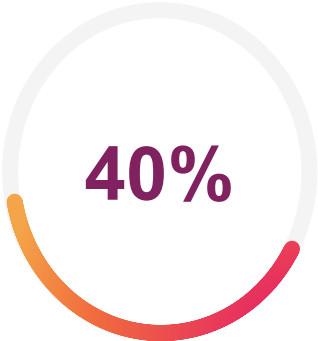Burnout responsible for employee turnover

$1 Trillion

Global lost productivity

2X

Higher retention getting evidence-based treatment vs. standard mental health care

64%

Mental health affected employee's ability to do their job

40%

Unsure if their company promotes a mentally healthy workplace

$1 Invested → **$4 Saved**

For every $1 invested yearly in prevention and intervention programs to support mental health, employers can save $2 to $4 on other expenses.

Question #3:

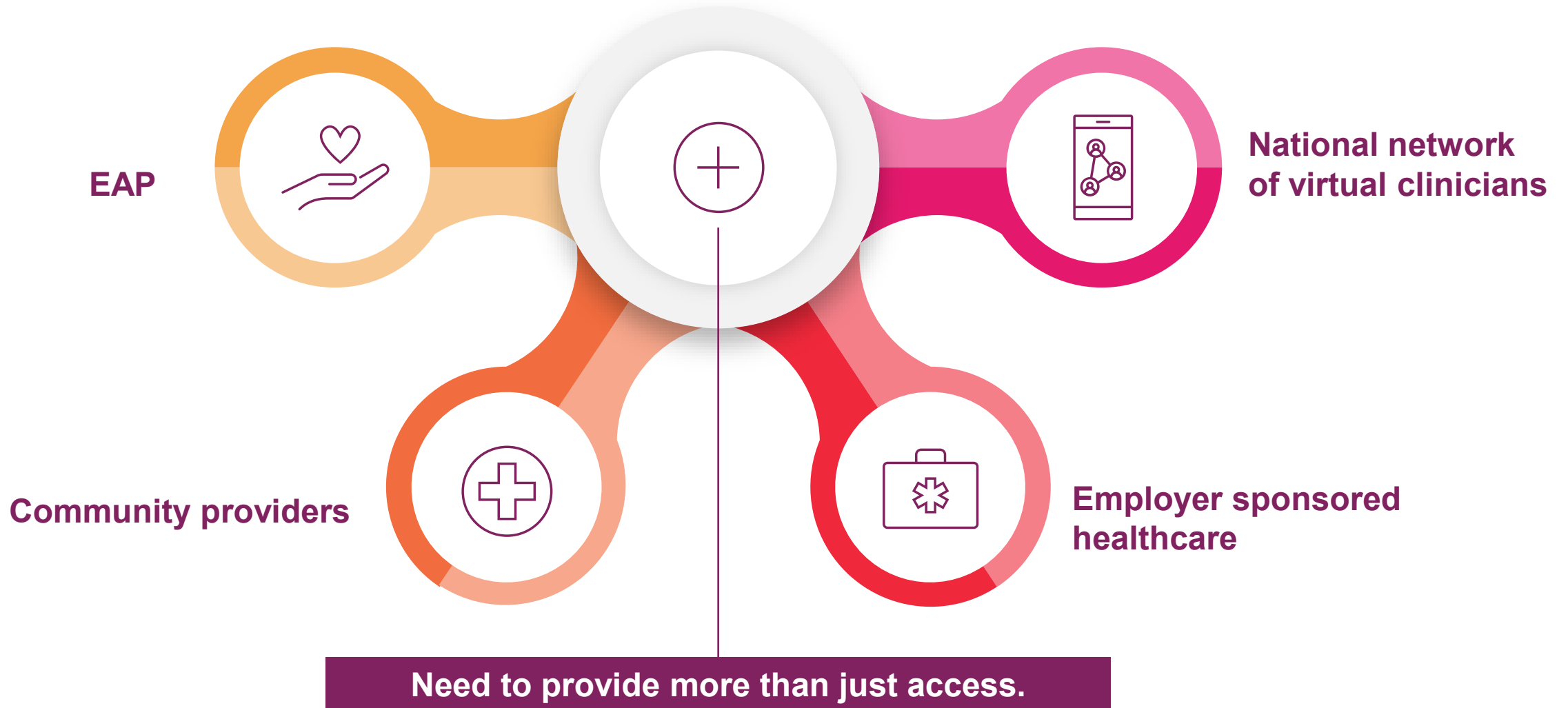## What mental health services are you offering your employees? How well are they working?

- Offered and works extremely well
- Offered and works well
- Offered and does not work well
- Offered and does not work well at all
- Not offered

Types of Mental Health Access Points

EAP

National network of virtual clinicians

Community providers

Employer sponsored healthcare

Need to provide more than just access.

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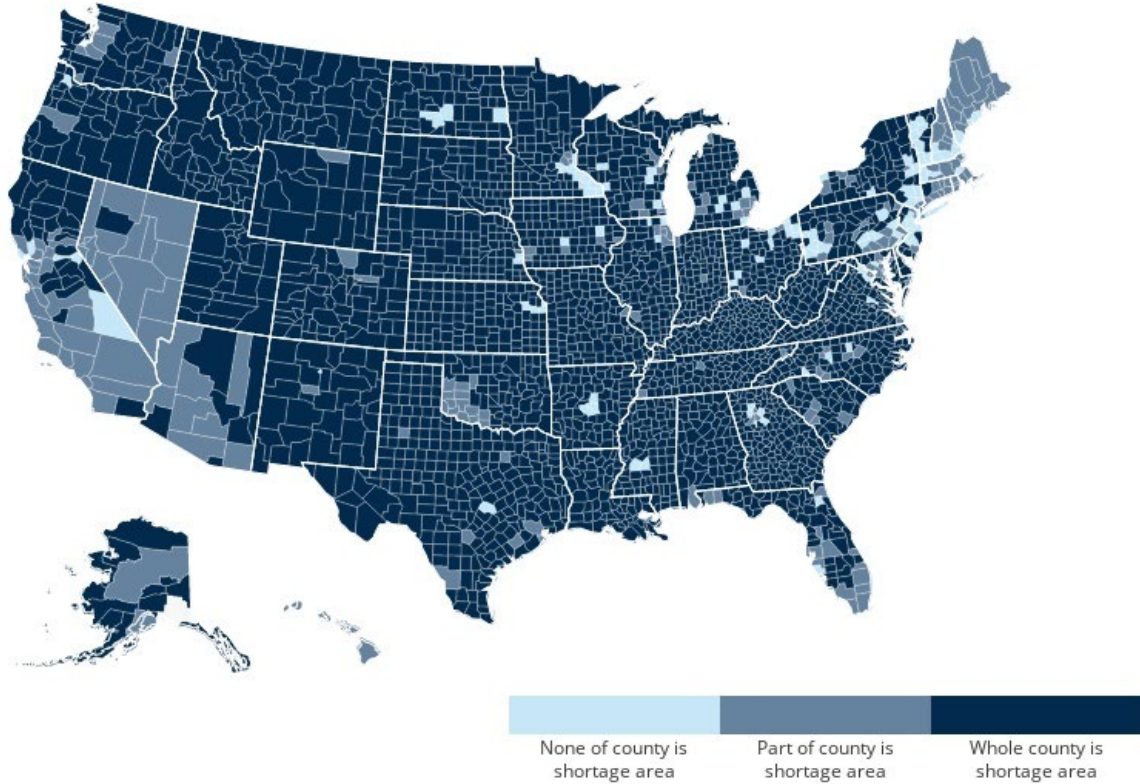
Health Professional Shortage Areas: Mental Health, by County, 2023

Health Professional Shortage Areas: Mental Health, by County, 2023 - Ohio
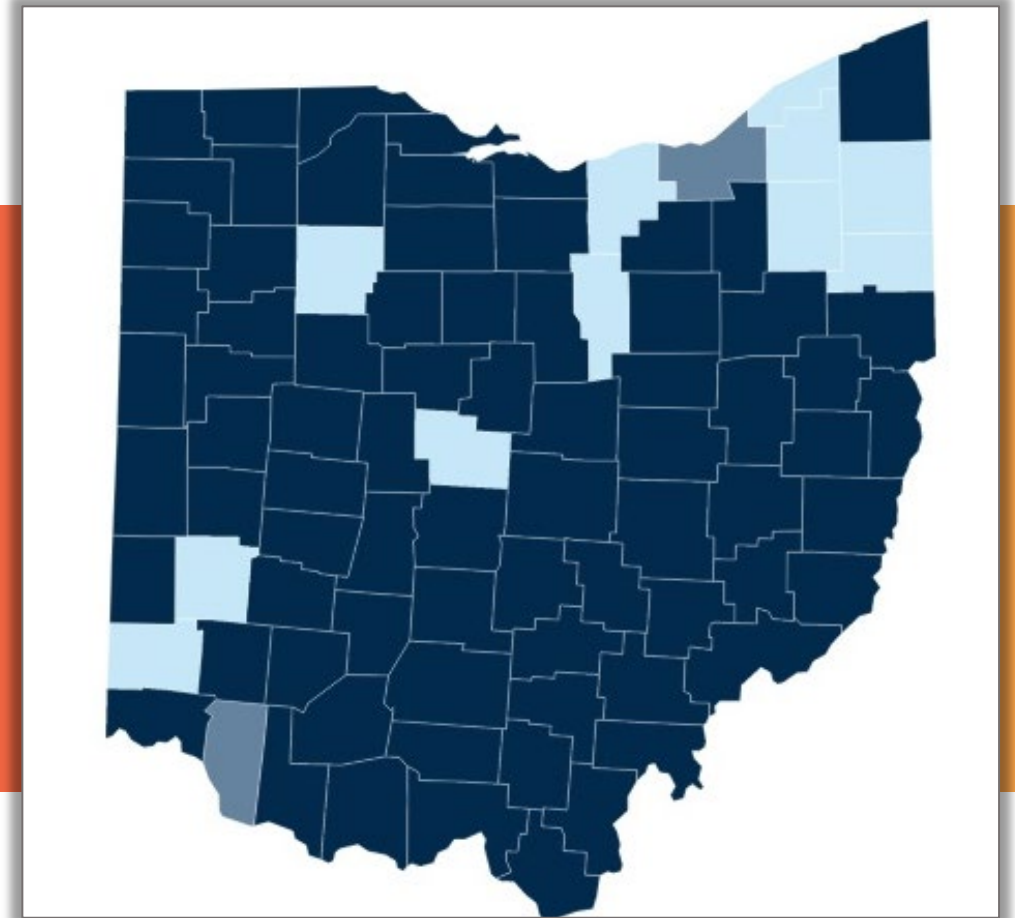
Care Model Drives Predictable Outcomes

MEMBER PROFILE CREATED

Insurance Network
Claims History
Demographics
Risk Stratification

PROACTIVE ENGAGEMENT

Incentive Programs
Client Communications
Digital Outreach
Events

INTEGRATED CARE TEAM

Preventive & Acute Care
Occupational Health
Behavioral Health

Health Coaching
Physical Therapy
Labs & Testing

OMNI-CHANNEL CARE

Network   Onsite   Virtual

PERSONALIZED CARE PLAN

Chronic Condition Programs
Medications
Group Coaching

CARE NAVIGATION

HEALTH PLAN NETWORKS

EMPLOYER POINT SOLUTIONS

PREFERRED PROVIDERS & CARVE-OUTS

Powered by our Ignite Technology Platform

Electronic Health Record
Case Management
Client Reporting
Health Information Exchange
Marketing Automation
Care Coordination Tools

■ **Marathon Health Ecosystem**
■ **External**

Question #4:

For those in the group that have mental health access points, how are you assessing whether it is working?

How do I know it's working?

Things you can see

- Employee Feedback & Satisfaction
- Usage of Support Services
- Absenteeism & Presenteeism
- Turnover & Retention Rates
- Performance & Productivity
- Incident Reports & Conflicts
- Training & Education Uptake
- Feedback from Managers
- Track long-term

Things you don't see

- Leadership & Culture Shift
- Increased Self-Awareness
- Improved Coping Skills
- Behavioral Changes
- Reduced Symptoms
- Improved Relationships
- Increased Resilience
- Setting & Achieving Goals
- Shift in Perspectives
- Feeling Supported

Where do we go from here?

Employers that want to support employee mental health can consider the following questions as a starting point.

Make mental health a priority	Enhance mental health supports	Communicate available supports	Cultivate an inclusive culture	Measure and hold accountable
How does your organization make it clear that mental health is a top priority?	How is your organization mitigating barriers to accessing mental health resources (eg, awareness, cost)?	How often and through what channels does leadership communicate about mental health supports?	How are you getting employee feedback about mental health supports?	How is your organization reducing stigma and evaluating those efforts?
Is there a senior leader accountable for employee mental health?	Is there parity between medical/surgical and mental health benefits (eg, same cost-sharing)?	What enhanced supports and communications are available for populations with specific needs (eg, severe mental health condition)?	How is your organization holding leaders and managers accountable to supporting employee mental health?	How do you support and celebrate recovery?
Do leaders speak openly about mental health?				How are you training colleagues to understand signs of distress and respond?

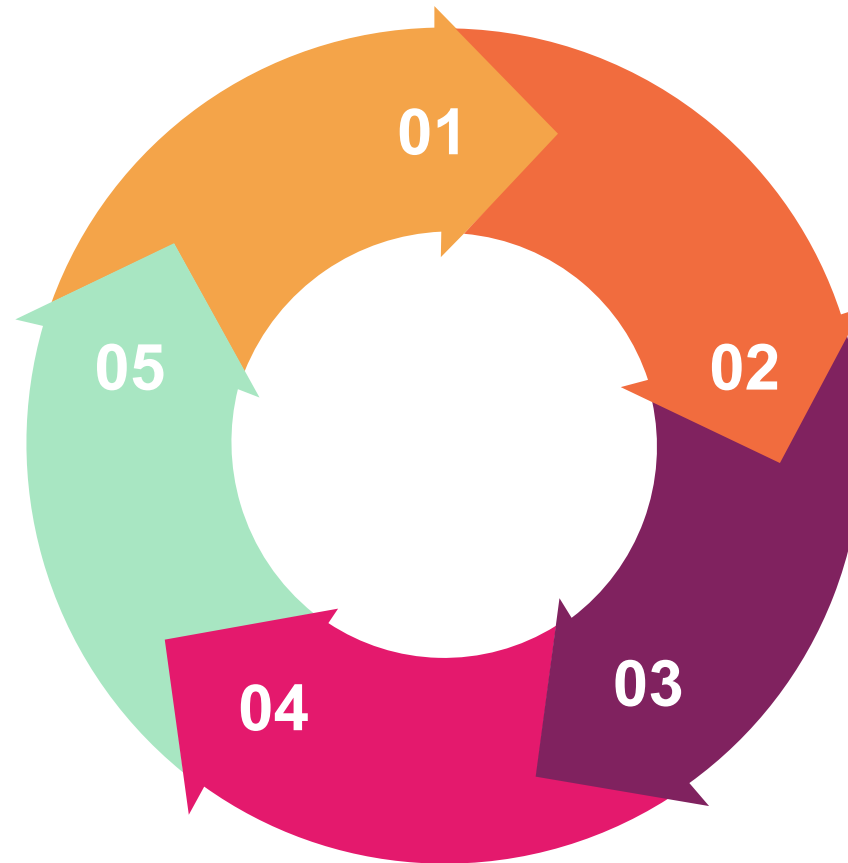# Mind Matters: 5 Ways to Promote a Mentally Healthy Workplace

1. **Offer Educational & Training Opportunities for Both Employees & Managers**

2. **Foster a Culture of Openness**

3. **Implement & Continually Assess Mental Health Benefits**

4. **Enhance Policies to Promote Mental Health**

5. **Tailor Your Mental Health Options to Meet Employee Needs**

THANK YOU

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Biographical Information

Erin Thase, Ph.D.

Erin Thase, Ph.D., serves as the National Director of Behavioral Health for Marathon Health, where she leads a growing team of mental health clinicians providing quality, outcomes oriented, evidence-based therapeutic services within a broad range of clinical settings. Dr. Thase joined Marathon Health in August 2022 with a degree and licensure in school and clinical psychology. She has over 10 years of experience working within a multitude of school, outpatient, and hospital settings with patients diagnosed with mood disorders, chronic medical diagnoses, behavioral concerns, and life stressors specializing in adolescents and young adults. She strives to provide ethical, evidence-based, and patient-centered treatment to individuals and reduce barriers to accessing mental health care. She received her undergraduate degree from Cleveland State University and doctoral degree in School Psychology from Duquesne University.

William Klein, M.D.

With over 20 years of primary care experience in healthcare, Dr. William Klein, MD, earned his doctorate in Family Medicine from the University of Cincinnati College of Medicine in 1996, with a Fellowship in Primary Care Sports Medicine. After many years practicing in both a private group and hospital employed office, he joined Marathon Health in 2019 because of the value- based care model. Dr. Klein enjoys getting to know members to help them achieve optimal health, while ultimately saving them and their employers on healthcare costs. He is based out of the Downtown Cincinnati Marathon Health Center and is a Clinical Leader for the Cincinnati/Wilmington area.

Tim Schilling

Tim possesses a Master's Degree in Social Work from The Ohio State University. He is credentialed as a Licensed Independent Social Worker and Social Work Supervisor (LISW-S), a Licensed Independent Chemical Dependency Counselor (LICDC) and is recognized by the International Certification & Reciprocity Consortium (IC&RC) enabling him to practice internationally. Tim works with patients struggling with most mental health disorders, addiction, and suffering brought on by traumatic experiences. He works with adults and minors aged 12 and older. He has based his practice on the person-centered philosophy of 'meeting patients where they are' while employing strength-based interventions to help patients achieve their goals.