

***Re-energize Your Wellness Program for
Better Employee Engagement***

Presented by:

Shanna Dunbar BSN RN COHN-S

Workplace Health Inc.

WHI

Improving Employee Health





You are in the right place

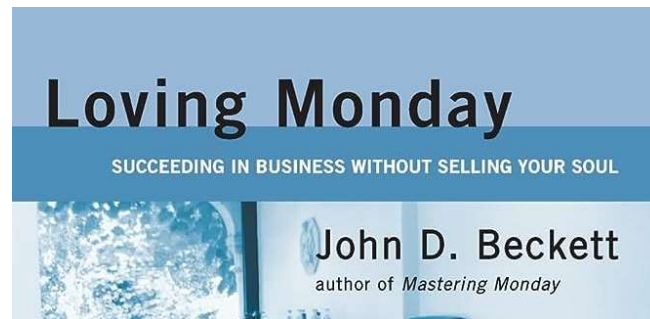
You are...



You have...



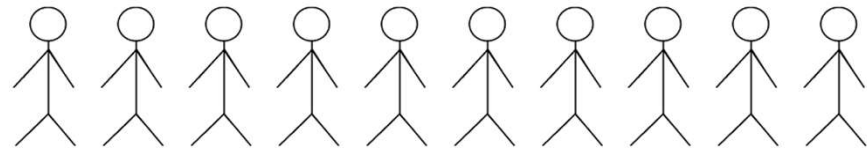
You want...



WHI

Improving Employee Health

Total Worker Health[®] Strategist



Shanna S. Dunbar
[BSN RN COHN-S]

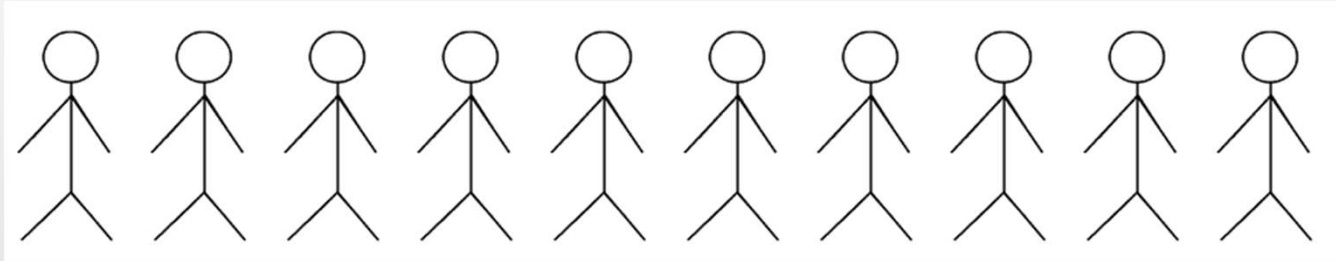
Certified Occupational
Health Nurse

Total Worker Health[®] Strategist



Occupational
Health Nurse

Employee Population Health Management



- PLANNING
- IMPLEMENTATION
- EVALUATION
- (IMPROVE)



- The most successful population health management programs start by analyzing and evaluating the needs of the population in question.
- Companies that benefit most from PHM are ones that have the people, culture, and resources to go through all three phases of a population health management program – and they must be dedicated to improving year over year.
- Having company decision-makers on board as supporters to promote engagement is critical to the program's success!

These steps will INCREASE.....

ENGAGEMENT

RECRUITMENT

RETENTION

PROFIT

MetLife Study: Only 58% Of Employees Feel Cared For

August 7, 2023

24%

88%

In the high-stakes game of attracting and retaining top talent, a revolutionary truth is taking businesses by storm: prioritizing employee well-being isn't just a nice-to-have, it's the cornerstone for sustained success. This shift is orchestrating a complete overhaul of modern business strategies, catapulting employee care from a mere afterthought to center stage.

SOURCE: <https://www.wellable.co/blog/metlife-study-only-58-of-employees-feel-cared-for/>

MetLife Study: Only 58% Of Employees Feel Cared For

August 7, 2023

Take A-ways

- Cultivating a safe and comfortable work environment, a supportive management team, and effective recognition programs reinforces a culture of care.
- Offering mental health support, financial wellness programs, and flexible work arrangements can help reverse the declining rates of benefits satisfaction.

SOURCE: <https://www.wellable.co/blog/metlife-study-only-58-of-employees-feel-cared-for/>



Why Should Employee Wellbeing Matter to Employers?

Why should employee wellbeing matter to employers? The impact of wellbeing extends far beyond how people feel -- it affects the number of sick days employees take and their job performance, odds of burnout and likelihood of leaving their organization.

Leaders who wish to attract and retain star talent should prioritize wellbeing and take steps to create a thriving culture.

When leaders ignore wellbeing, employees' disconnection grows.

DON'T
JUST
SURVIVE,
THRIVE

professionals

to offer

their

their

Just for you!

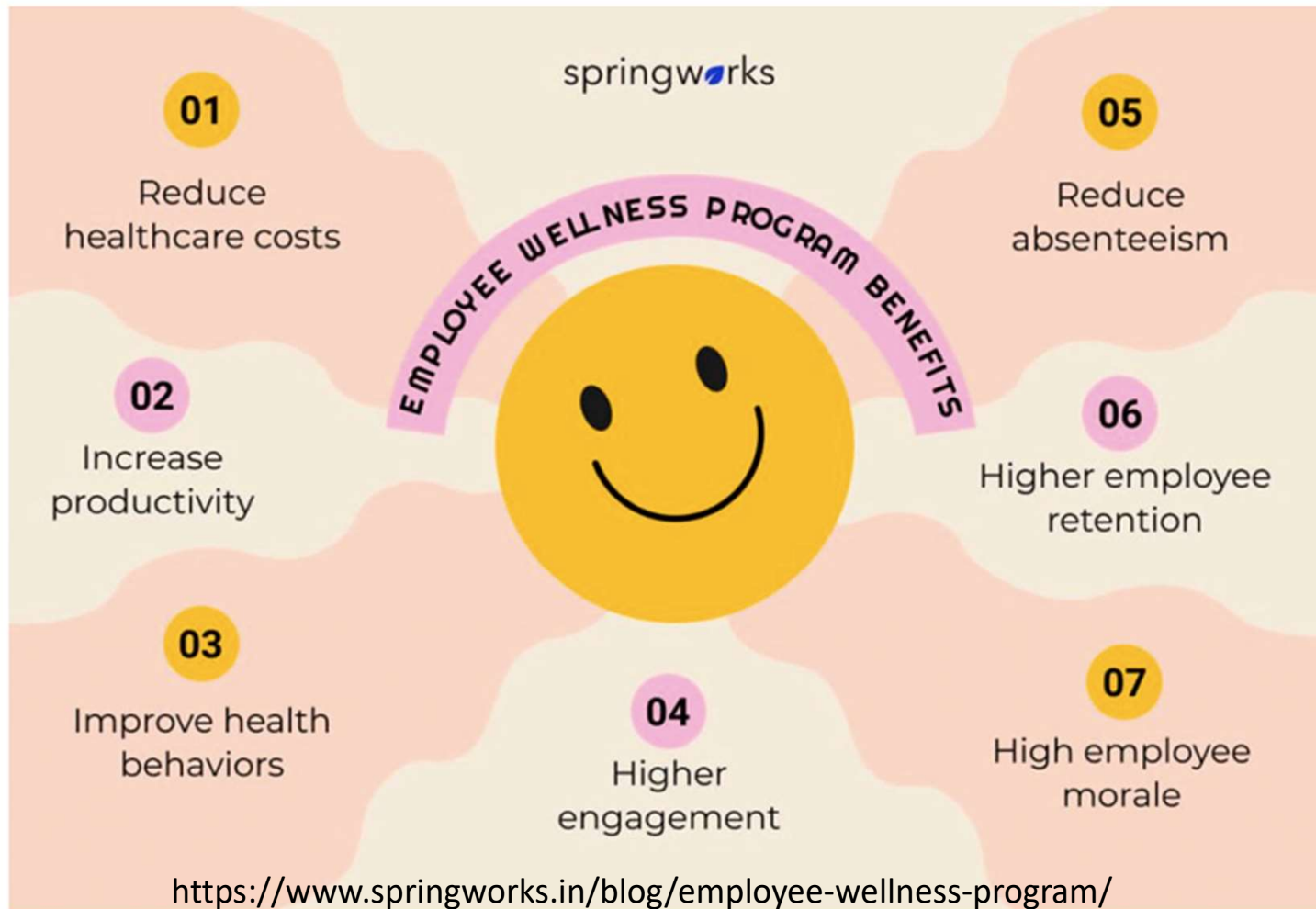


- Email me at Shanna@workplacehealthinc.com
- Put **TOOLKIT** in the subject line
- Includes:
 - The most important parts of Total Workplace Health you need to know
 - List of resources for ***Total Worker Health® and employee engagement***
 - Detailed notes from this presentation
 - 1 – 1 mentoring call with me to gain insights about your engagement issues



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Employee Wellness Program Benefits



WHY WELLNESS PROGRAMS FAIL

Lack of leadership support



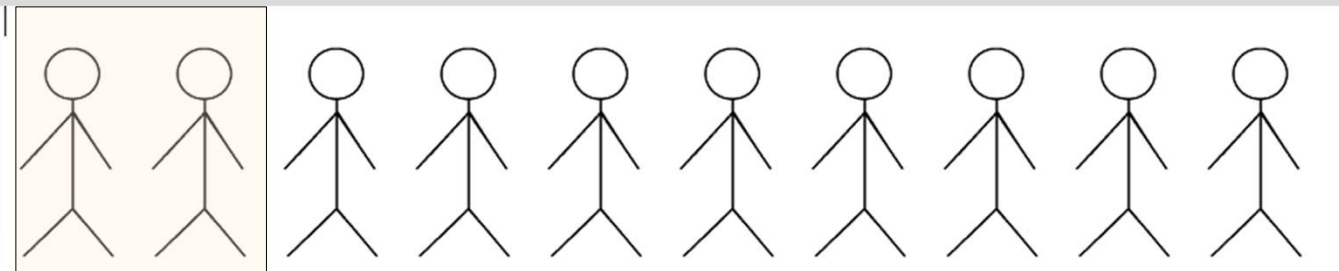
Challenging barriers to participation

Inflexible programs



Not offering enough value to employees

Not promoting a culture of wellness



PATRIOT

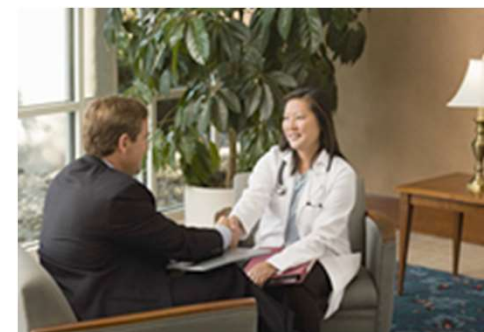
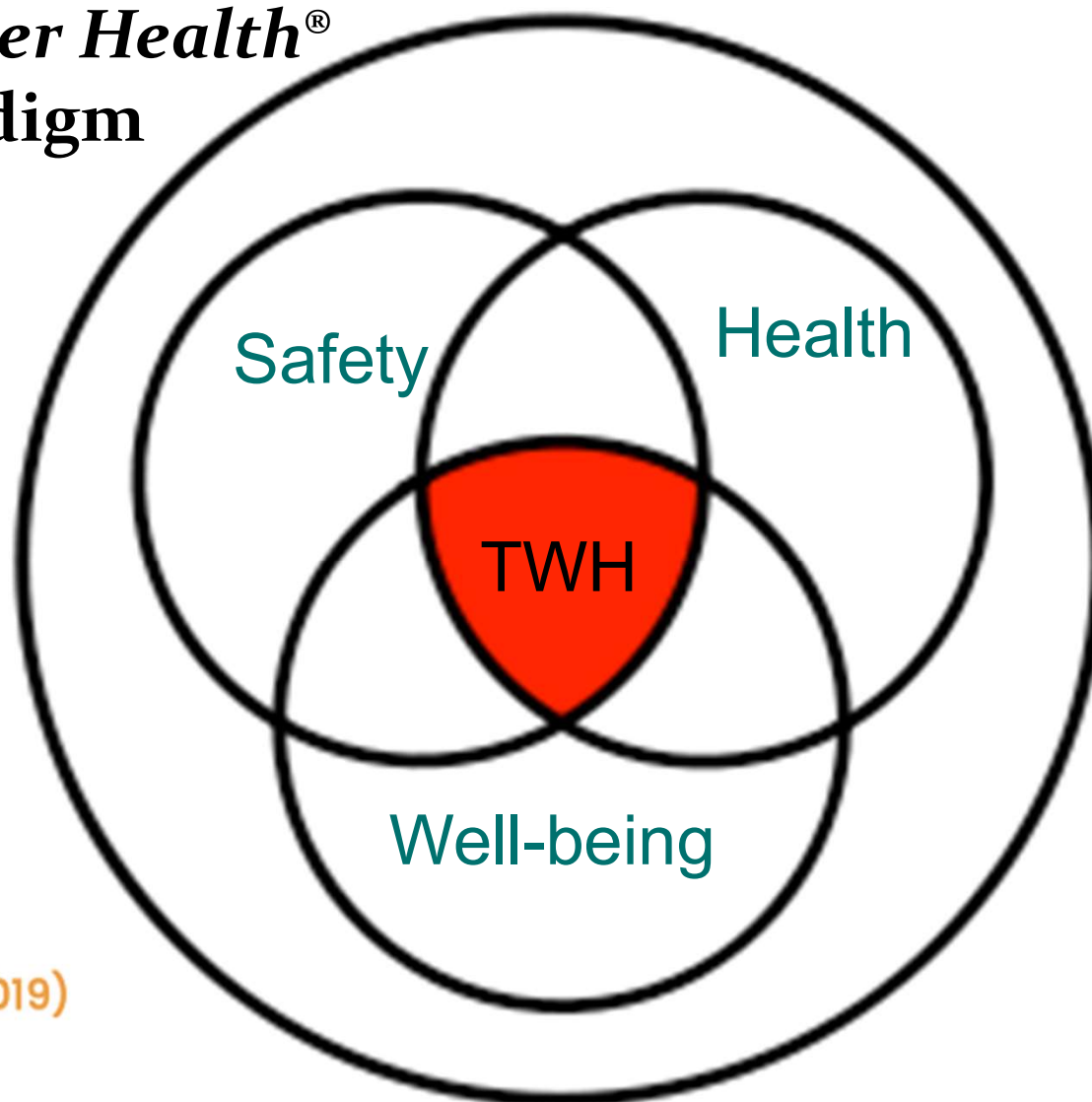
What is lacking?

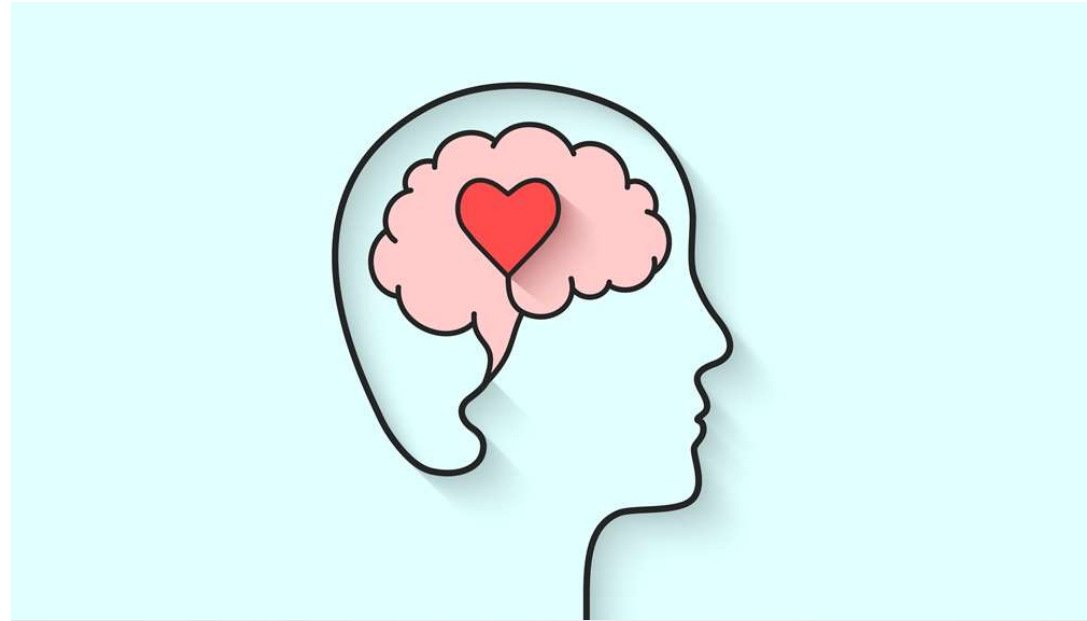


Total Worker Health[®] Paradigm



Schulte, et al. (2019)





A1C

BP

BMI

HRA

LDL

Stress

Defining Elements of TWH[®] as Employee POP Health

Leadership

1

Demonstrate leadership commitment to worker safety and health at all levels of the organization.

Health & Safety in your mission statement?

Work Design

2

Design work to eliminate or reduce safety and health hazards and promote worker well-being.

Health & Safety in your work design?

Engagement

3

Promote and support worker engagement throughout program design and implementation.

How are workers a part of Health & Safety?

Confidentiality

4

Ensure confidentiality and privacy of workers. Data sources that require confidentiality considerations and/or protections

How do you ensure employee confidentiality?

Systems

5

Integrate relevant systems to advance worker well-being.

What are your policies and procedures around Health & Safety?

- **What story does your company tell??**





Dr. Mike Roizen · 1st
Chief Wellness Officer Emeritus at Cleveland Clinic

age- proof

LIVING LONGER WITHOUT RUNNING OUT
OF MONEY OR BREAKING A HIP

Jean Chatzky and
Michael F. Roizen, MD

— WITH TED SPIKER —

Scale of 1 to 10:
“How healthy is your work
environment?”

- 2 points = Tobacco Free
- 2 points = Sustained physical activity
- 2 points = Healthful Food choices
- 2 points = Manage Stress/Work-Life balance initiatives
- 2 points = Environment and financial well-being

DATA



SORTED



ARRANGED



PRESENTED
VISUALLY



EXPLAINED
WITH A STORY



DATA tells a story

Fundamentals of Total Worker Health® Approaches

Essential Elements for Advancing Worker Safety, Health, and Well-Being



3 Step process

1) TWH® Assessment

- Policies and programs
- Data (WC, OSHA, HC)
- Environment (safe and health promoting?)

2) Identify Gaps

3) Provide a roadmap

- Get better results
- Involve others
- Conversation started

Value for Investment
Proposition

Measuring Value

- Participation rates
- Higher worker morale
- Lower turnover and injury risk
- Employee satisfaction and engagement
- OHS measures
- Individual clinical measures

Results

- Decreased Turnover from 11-13% to 1-4% (**retainment**)
- 93% employees agreed: “I give my best effort every day” (**engagement**)
- 91% agreed: “I put in extra time and effort as needed to do my work effectively” (**morale**)

Key Programming Ideas

NOT SPAGHETTI



12:30 to 1:30 p.m. Luncheon & Networking Roundtables in Atrium

- | | |
|---|---|
| 1. Columbus/Central Ohio - <i>Front (4 tables)</i> | 5. Toledo & NW Ohio - <i>Back (1 table)</i> |
| 2. Cleveland & NE Ohio - <i>Back (2 tables)</i> | 6/7. East Central & Southeast Ohio - <i>Middle (2 tables)</i> |
| 3/4. Cincinnati, Southwest and West Central Ohio - <i>Middle (2 tables)</i> | |

3:00 p.m. to 4:15 p.m. 3 Concurrent & Interactive Workshops

New Albany I - Lead with Movement as a Total Workplace Health Strategy

Dr. Rick Wickstrom, *PT, DPT, CPE, CME, Founder and President, WorkAbility Systems, Inc., West Chester*

New Albany II - Emotional Freedom Techniques (EFT) Tapping ... a Fast & Weird Way to Calm Down, Feel Great and Succeed - Betsy Muller, *EFT International Master Trainer, MBA, CEHP, ACP-EFT, The Indigo Connection LLC, Strongsville*



- On demand scheduling - 24/7 crisis counseling available
- Virtual Visits
- ALL household members (age 13+)
- Licensed Psychologists & Therapists
- Psychiatrist consults
- RX prescriptions available when medically necessary
- 24/7 teladoc for general health included
- Health advocate included

\$39.95
per
month
(or less)

[Contact Workplace Health Inc for more information about this program](#)

Just for you!



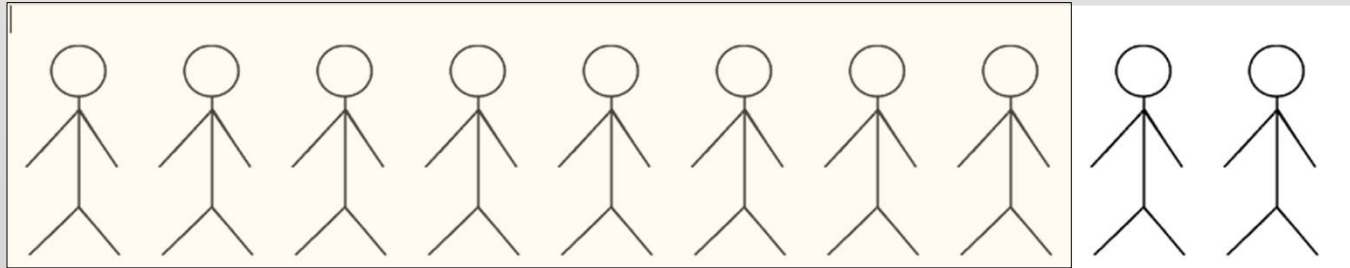
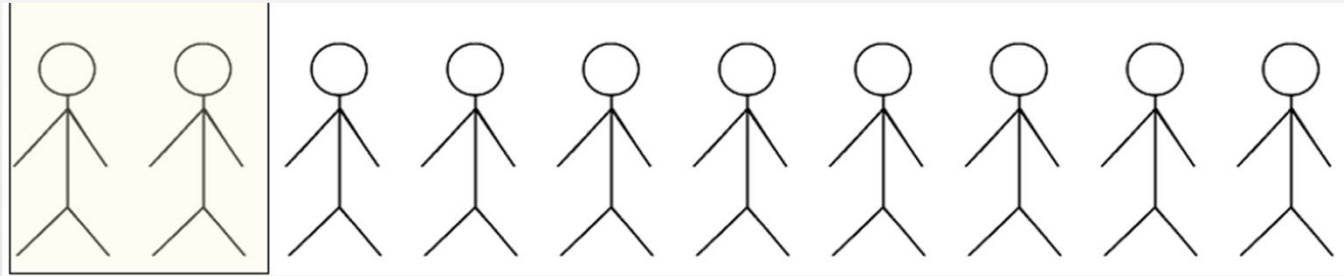
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Where would you rather work?





Just for you!



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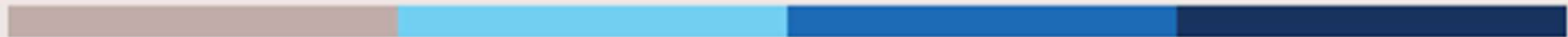


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NEWSLETTER





QUESTIONS?



Shanna S. Dunbar
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Total Worker Health® Facilitator

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Cell: (216) 329-9920 – accepting text and calls

<https://calendly.com/shanna-whi/10min>

Who is in charge of your culture?



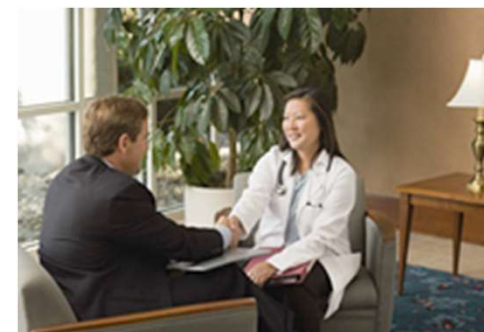
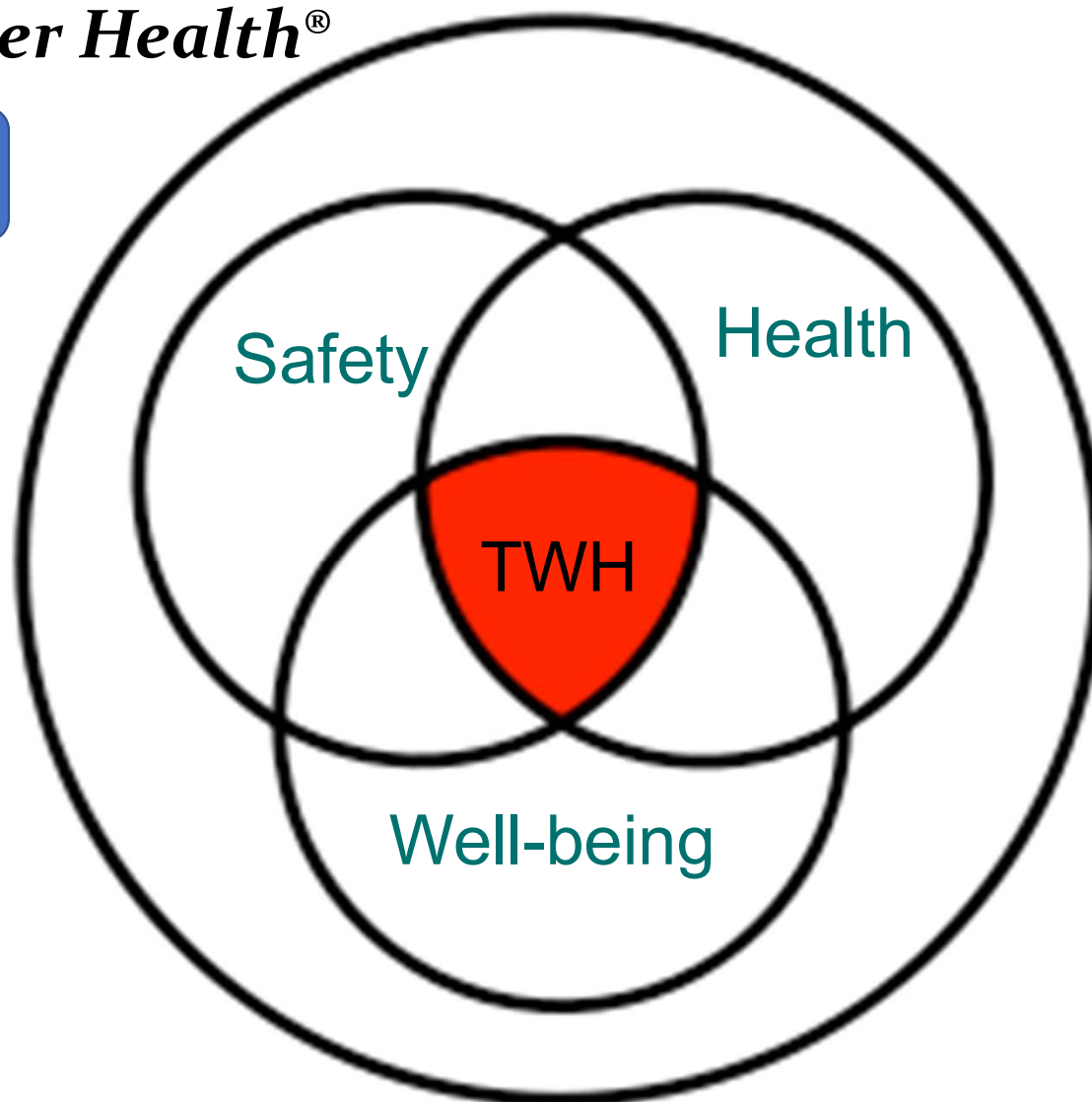
Total Worker Health[®]

ENGAGEMENT

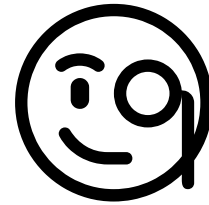
RECRUITMENT

RETENTION

PROFIT



Assess your program.....



What's Missing?.....ADD IT

What's Messy?FIX IT

What's Misaligned? PIVOT IT



See What *Total Worker Health*[®] can do to increase your employee engagement!

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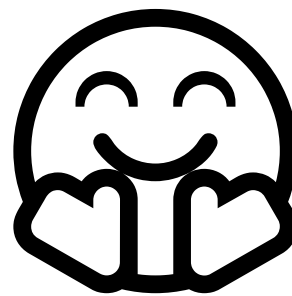
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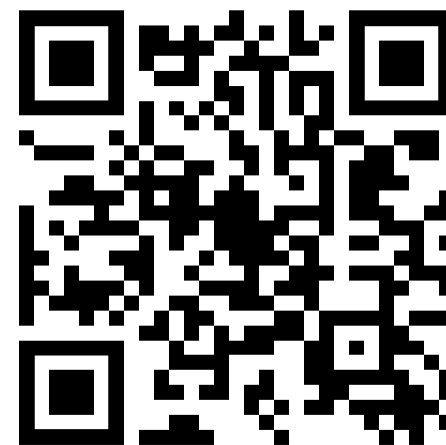
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Thank you!



BOOK A CALL!!

Email: Shanna@WorkplaceHealthInc.com

Cell: (216) 329-9920 call or TEXT!

<https://calendly.com/shanna-whi/10min>

Until next time,

Shanna

Biographical Information

Shanna S. Dunbar
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Shanna@workplacehealthinc.com

Shanna Dunbar is a Registered Nurse certified in Occupational Health Nursing. She has focused on improving employee health throughout her career. Founder and owner of Workplace Health Inc., Shanna works with employers to implement cost-effective strategies that improve employee health and productivity using ***Total Worker Health***® principles.

Most businesses today are struggling with employee engagement, retention, and recruitment. Have you ever thought how your health and wellness programming influences these key metrics to business profitability? Shanna is going to unpack some of the secrets she has learned throughout her 30-year career as she presents:

“Re-energize your Wellness Program for Better Employee Engagement”