



Ali Payne

EXECUTIVE-LEVEL STRESS MANAGEMENT & WELLNESS IN THE WORKPLACE



WATCH SPORT



Fitness Device

Watch

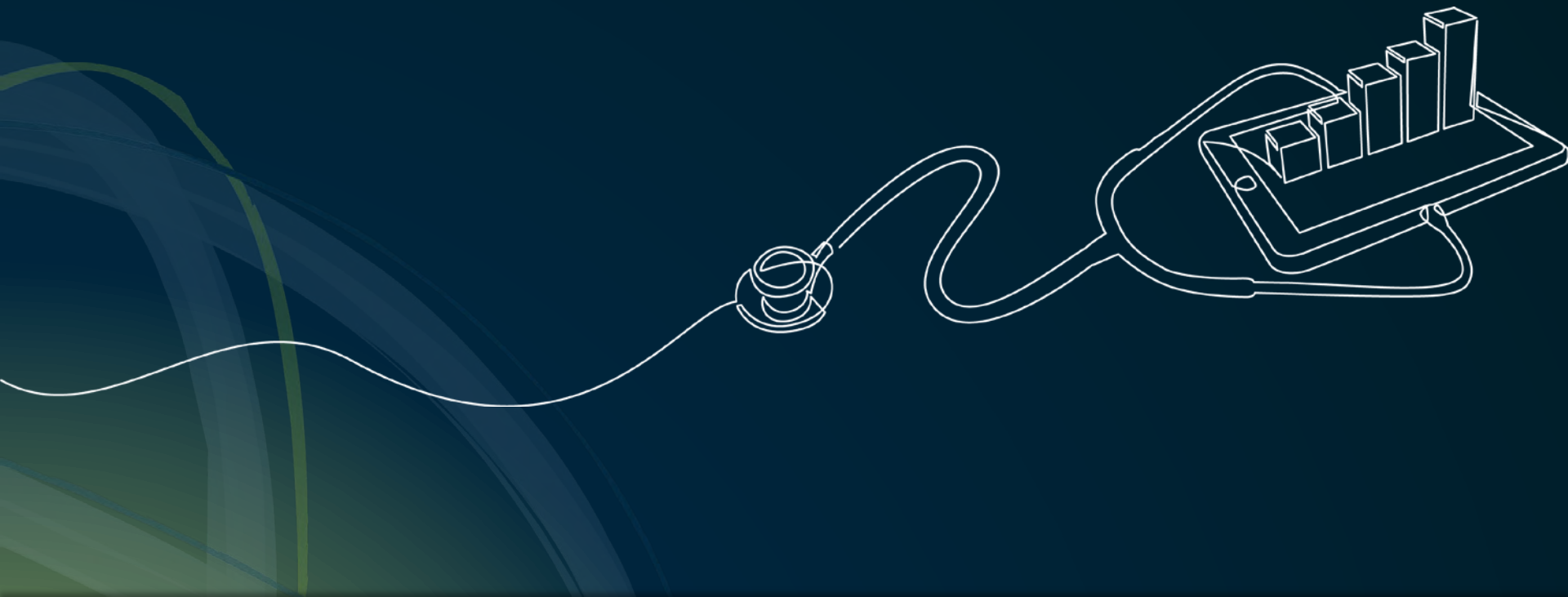
Planner

Communication Device

Wallet

Weather

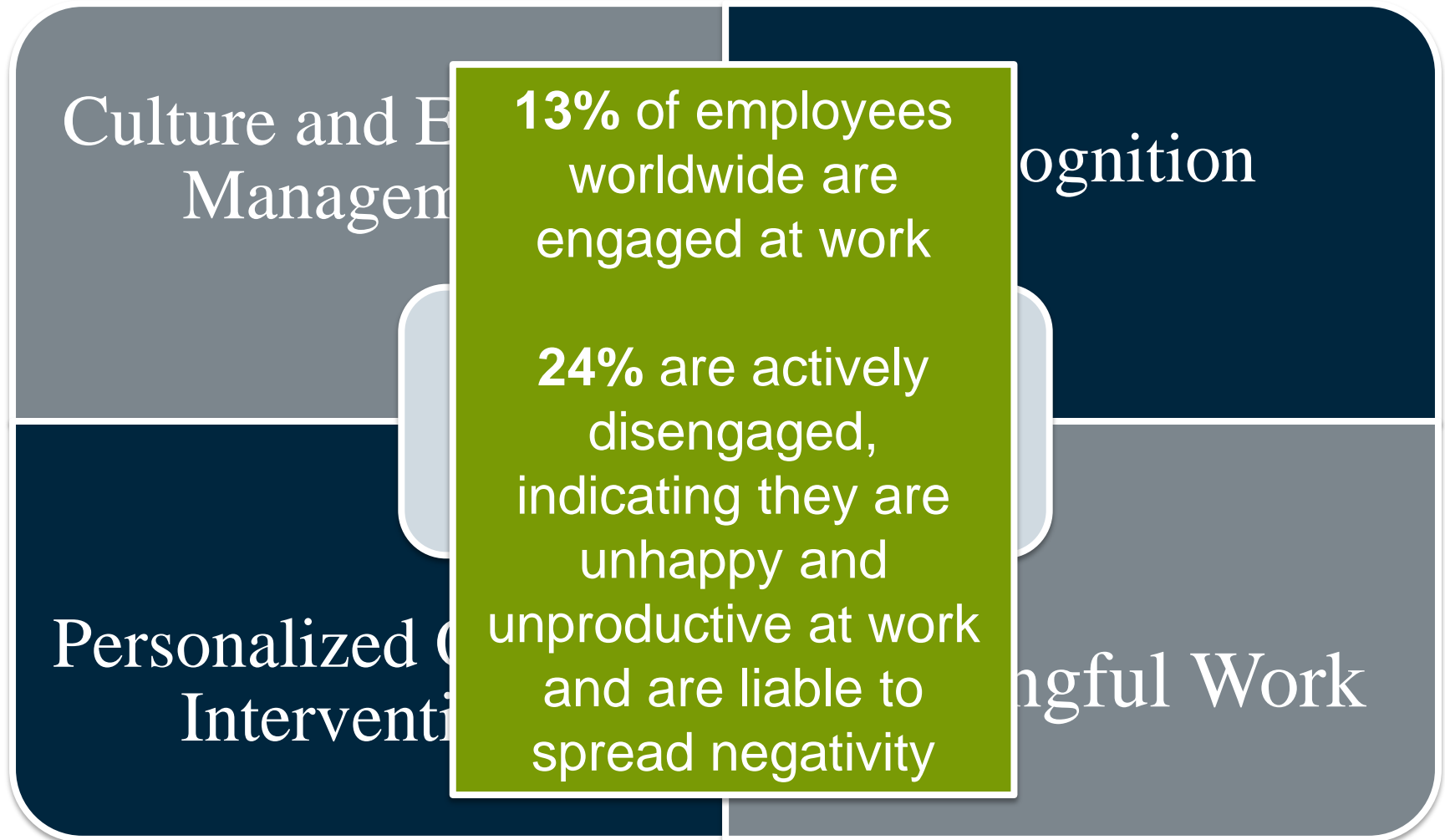




HOW TO GET STARTED



Driving Engagement



Driving Engagement...

Stress Disconnect and Consequences

Top 3 causes of workforce stress



Employer says

1. Lack of work/life balance
2. Inadequate staffing
3. Expanded technology

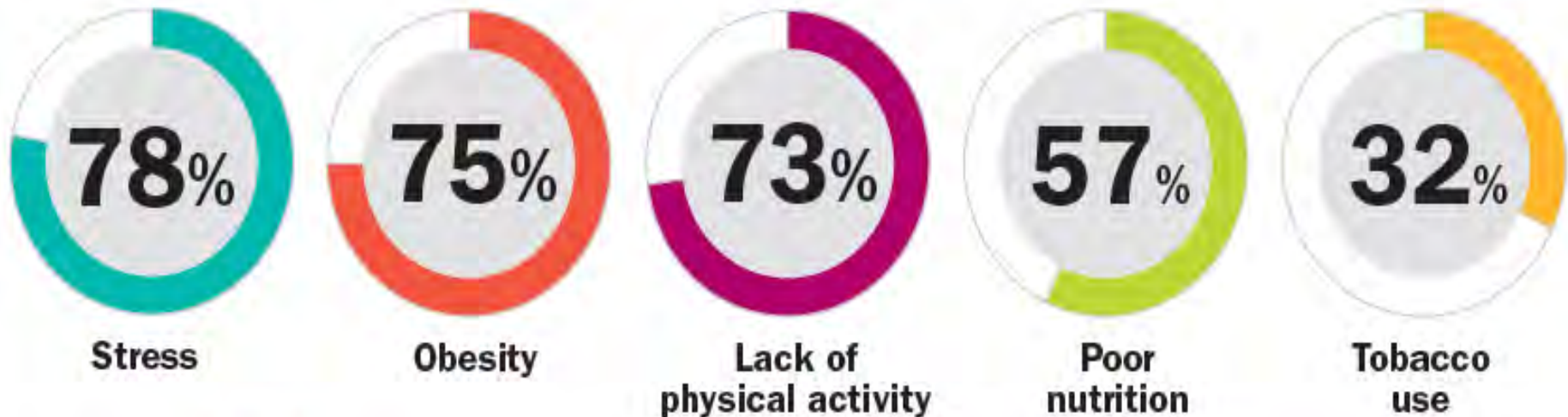


Employee says

1. Inadequate staffing
2. Low pay/pay increases
3. Unclear job expectations

Why Wellness...

Employers Rank **Stress** as Top Workforce Risk



Yet only **15%** of employers identify **improving the emotional/mental health** (i.e., lessening the stress and anxiety) of employees as a **top priority of their health and productivity programs.**

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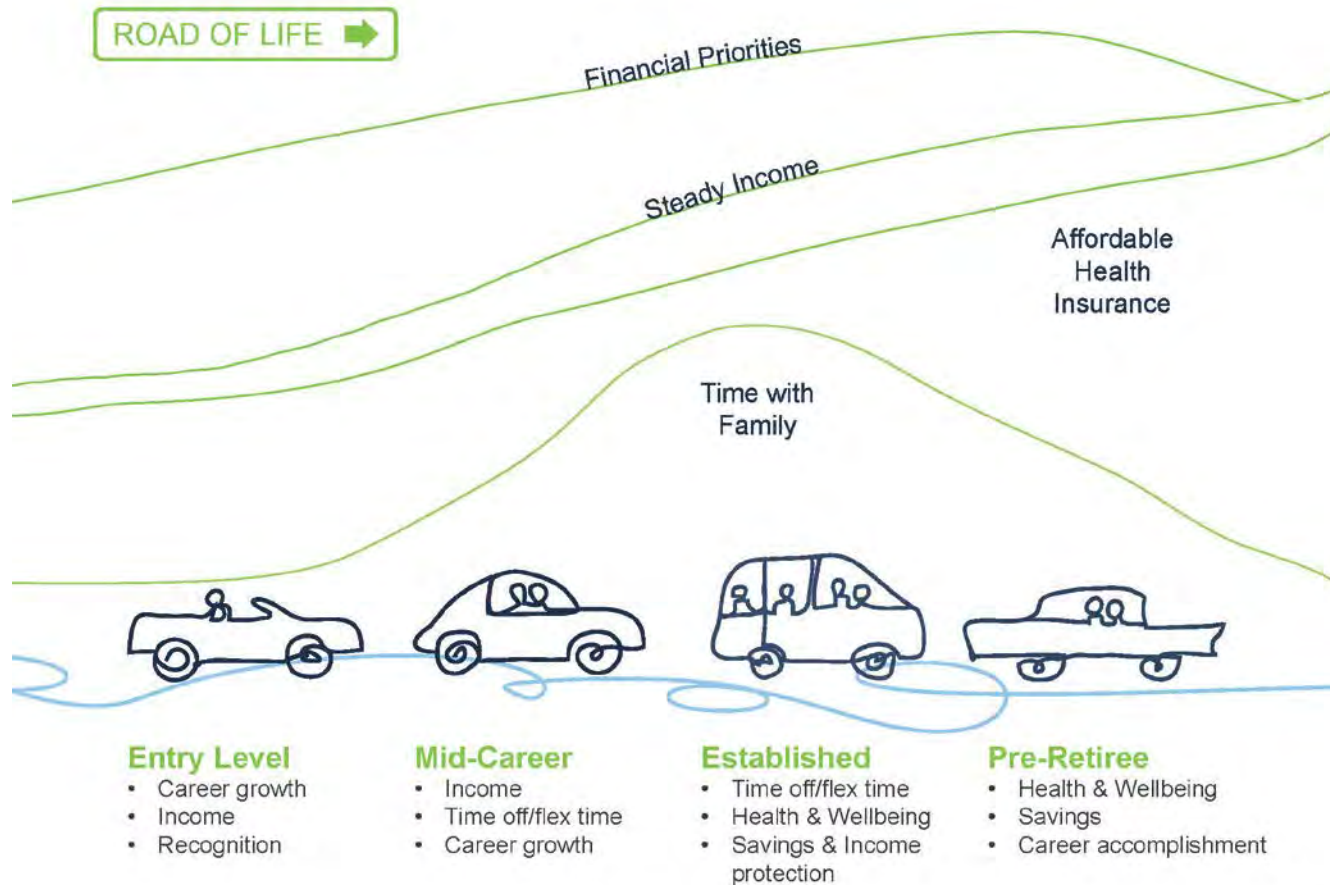
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**"How much longer do I have before I
have to change to a healthy lifestyle?"**

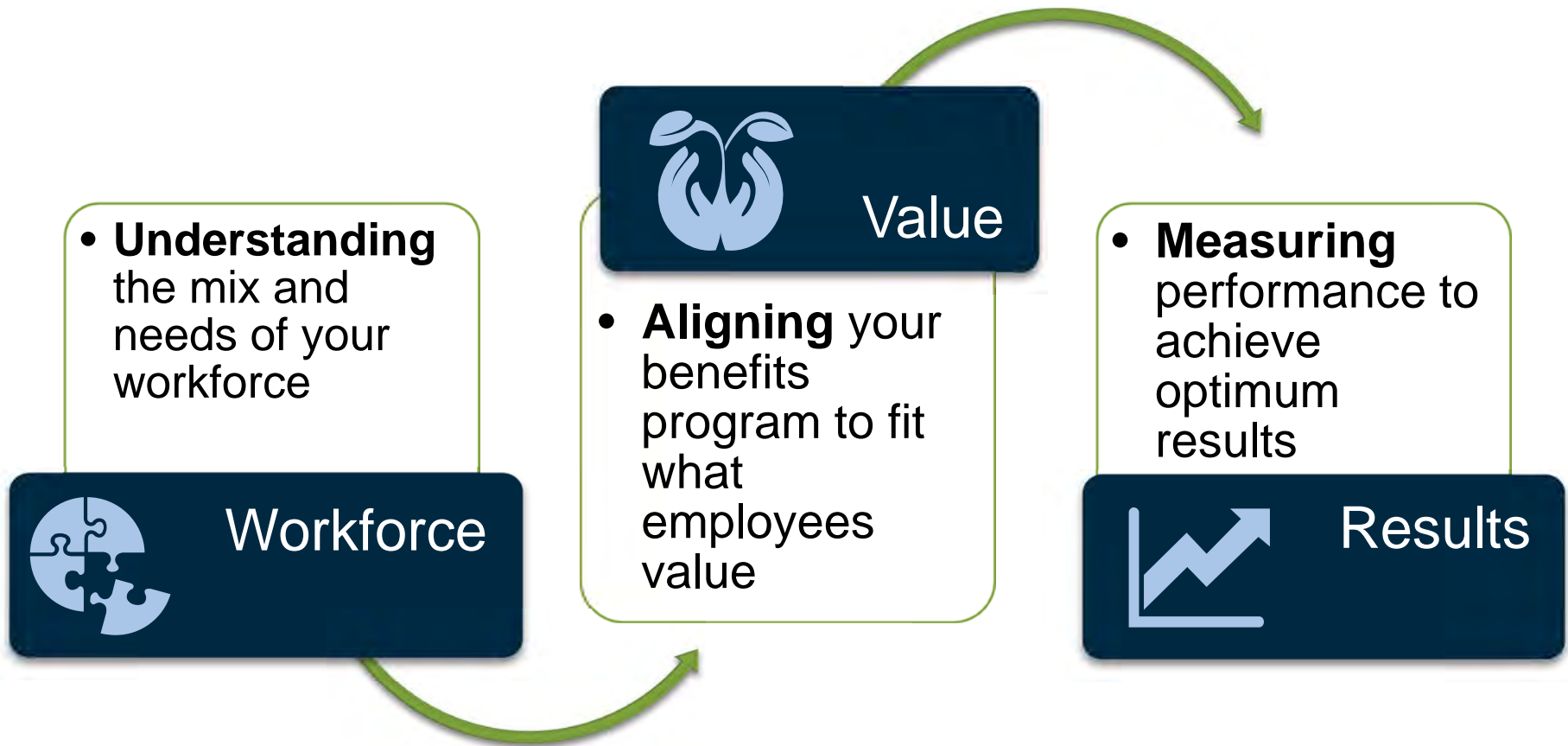


WORKFORCE EVALUATION

Workforce Evaluation



Workforce Needs Drive ROI





WELLBEING/WELLNESS RESOURCE INVENTORY

Wellbeing

The Whole Person Approach

Emotional Wellbeing

Emotional wellbeing is having a positive self image and positive responses to life events. It is the ability to acknowledge and share feelings in a productive manner. Having the ability to be open to new ideas and learn new skills. Being aware that thoughts influence our decisions.



Wellbeing

Physical Wellbeing

Physical wellbeing occurs when our bodies are functioning at their highest potential. This results from healthy habits such as good nutrition, an active lifestyle, regular sleep patterns, preventive exam, preventing injury and being aware of the signs of disease.

Financial Wellbeing

Financial wellbeing is the ability to make educated decisions in order to be confident and secure with one's financial situation. It is being able to effectively manage one's economic life.

Career Wellbeing

Career wellbeing is having the clarity, confidence, and connections to use one's strengths to daily engage in meaningful and purposeful work and like what you do every day.



Social/Community Wellbeing

Social/Community wellbeing includes having meaningful relationships and being able to give and receive support. It also includes caring for one's surrounding community and feeling a sense of engagement with where you live.

Wellbeing Resource Inventory



Total Rewards Inventory



COMPENSATION

Pay provided by an employer to an employee for services rendered (i.e., time, effort and skill). Includes both fixed and variable pay tied to levels of performance.



BENEFITS

Programs an employer uses to supplement the cash compensation that employees receive. These health, income protection, savings and retirement programs provide security for employees and their families.



WORK/LIFE

A specific set of organizational practices, policies and programs, plus a philosophy, that actively supports efforts to help employees achieve success at both work and home.



PROFESSIONAL & ORGANIZATION DEVELOPMENT

Various programs, activities and initiatives that enhance an employee's job effectiveness, engagement, satisfaction and career opportunities. These include professional development, recognition, organization development and career development.

Rethinking your Resources

Health

- Prevention/Disease
- Mental/behavioral health
- Fitness/Nutrition
- Biometrics

Work-Life Balance

- Vacation time use
- Flex schedules
- Child- and Elder-care
- Care giving

Retirement

- Financial education
- Retirement readiness
- Career strategies

Workplace Environment

- Workplace safety
- Ergonomics
- Facilities
- Lighting

Stress

- Positive Dynamics
- EAP resources
- Yoga/Meditation
- Resiliency Training

Skill-Building Education

- Behavior Coaching
- Stress & time management
- Health Relationships

Social Interactions

- Client/Customer relation
- Co-worker relations
- Management relations
- Role models/Mentors

Culture

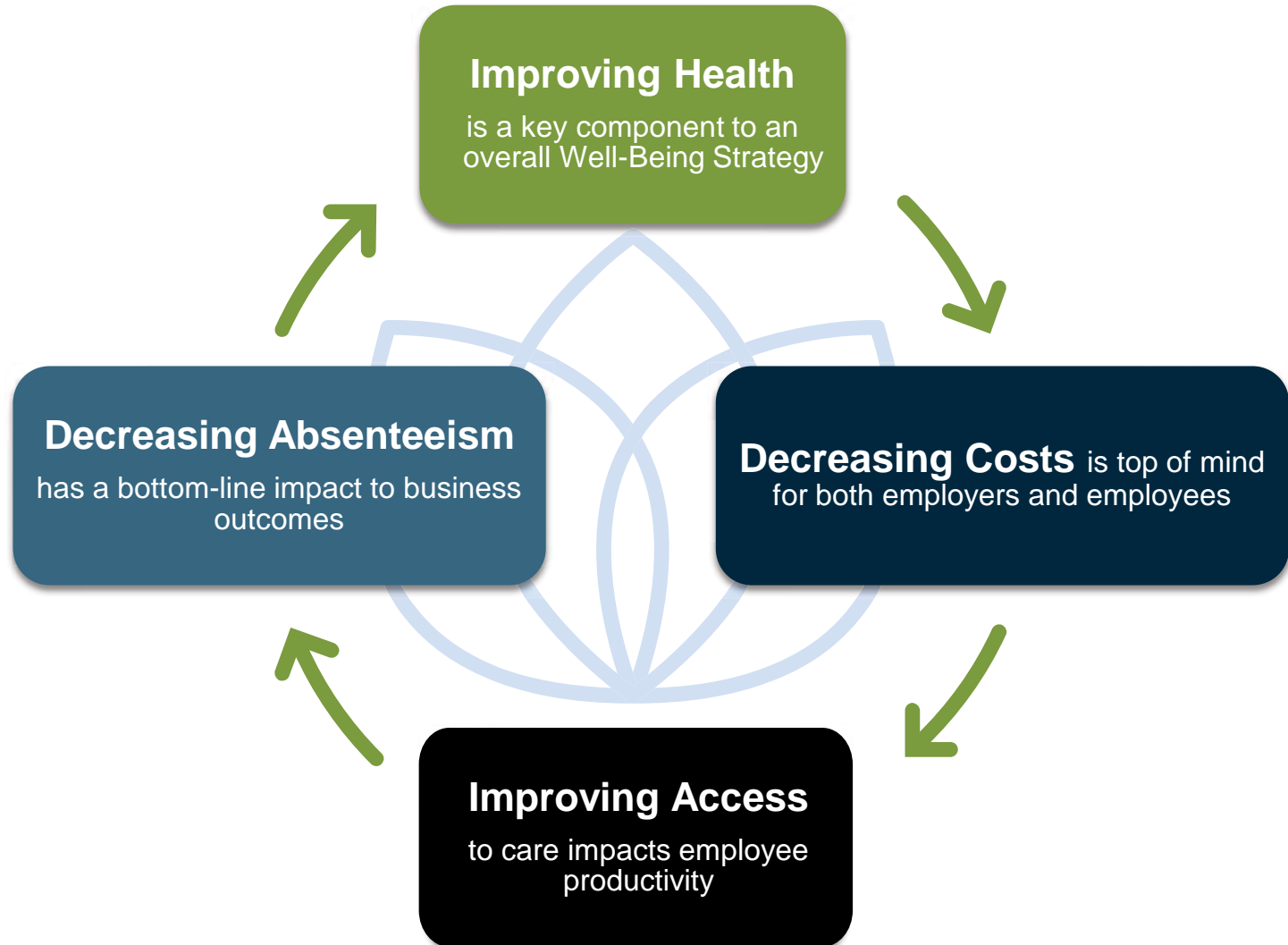
- Norms
- Perceptions
- Communications
- Reputation

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**“I’ve decided to start smoking.
My boss is giving \$150 to anyone who quits!”**

HOT TOPIC - Onsite Health

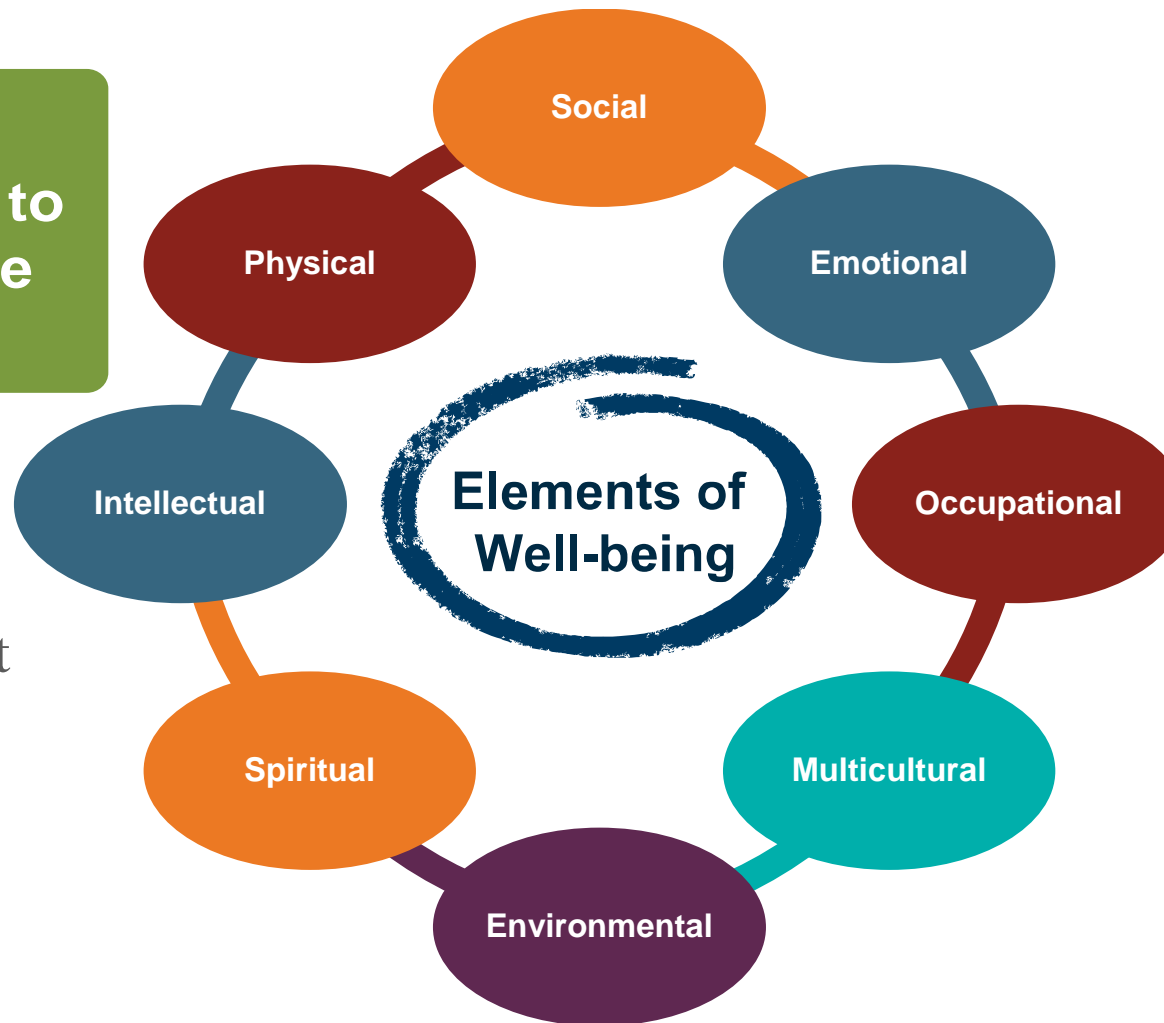


The Employee Experience



How do you want the employee experience to differ from the average healthcare visit?

- Diagnose and treat condition
- Engage in overall well-being assessment
- Educate, refer and coordinate care
- Follow-up (patient and other care providers)

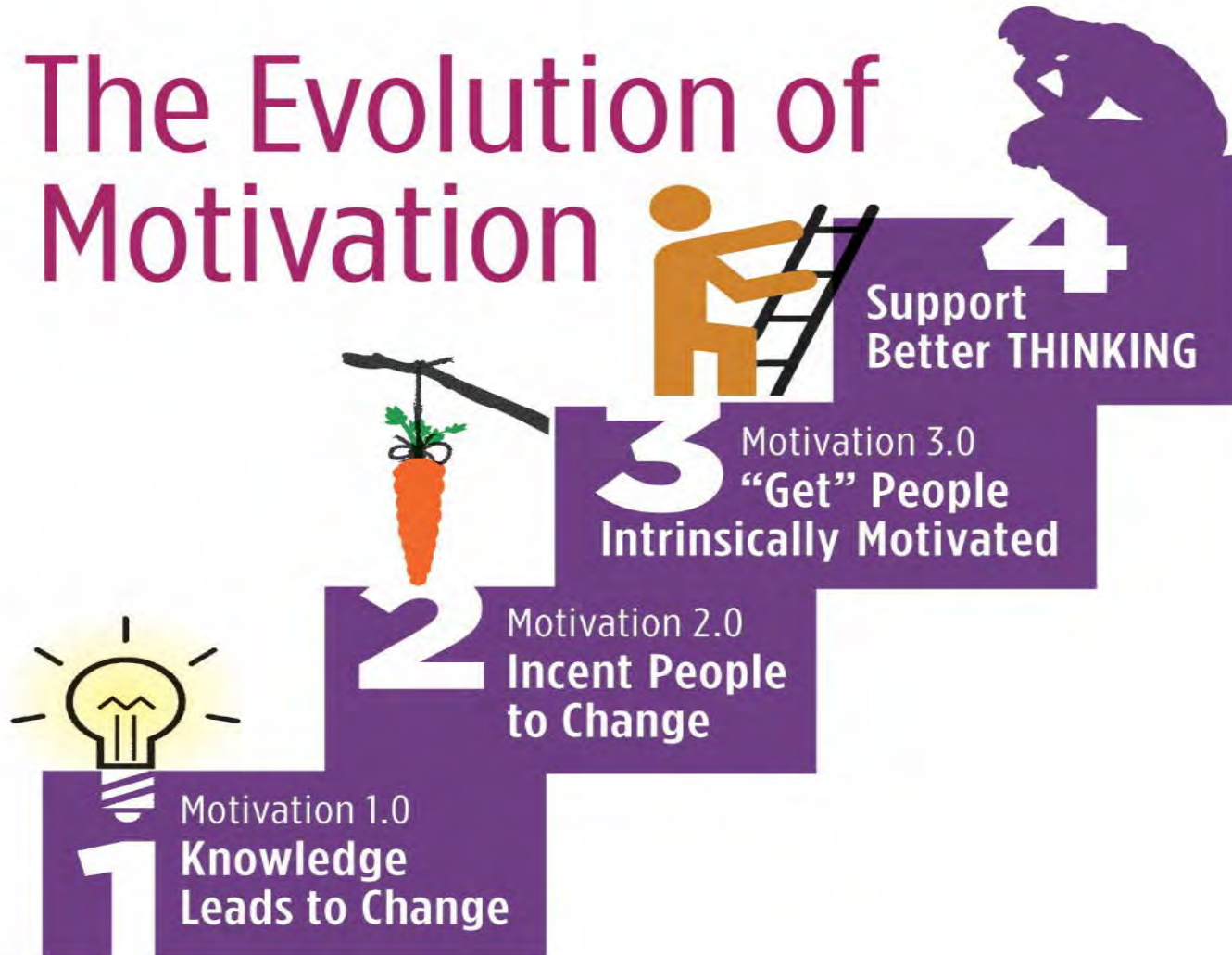


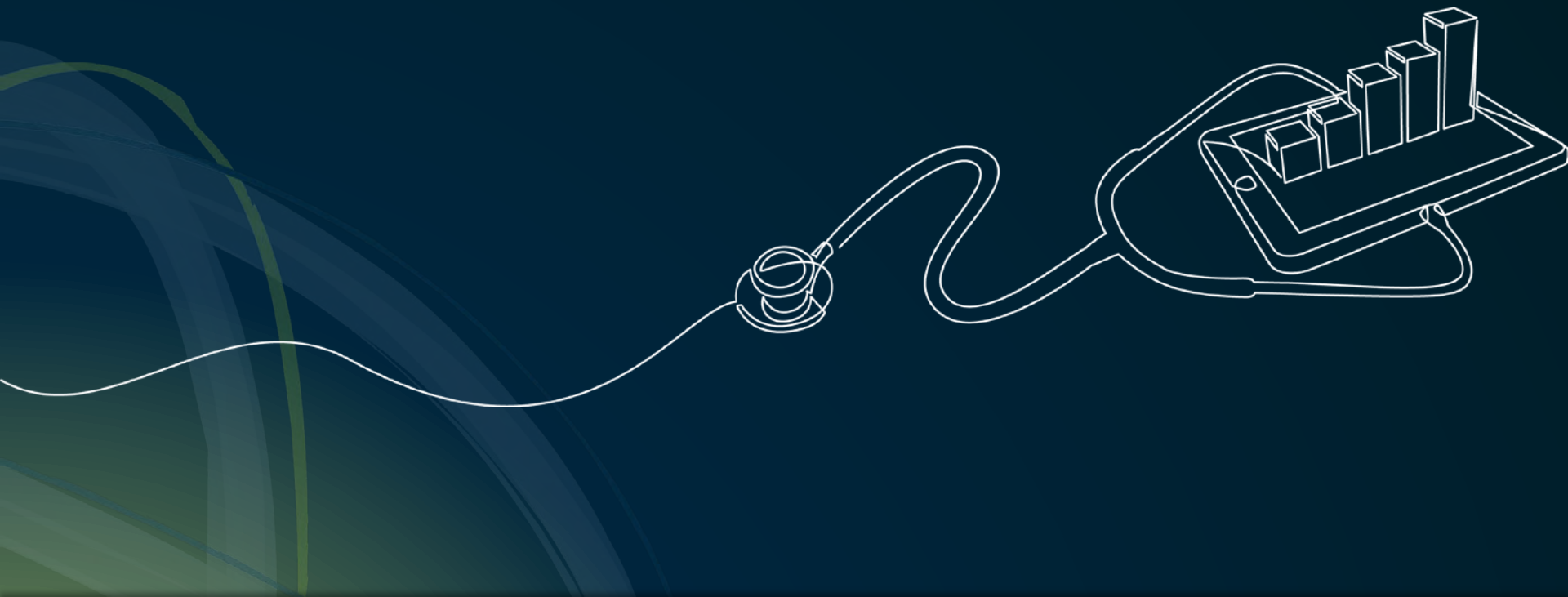


COMMUNICATIONS

Communications: The Carrot?

The Evolution of Motivation

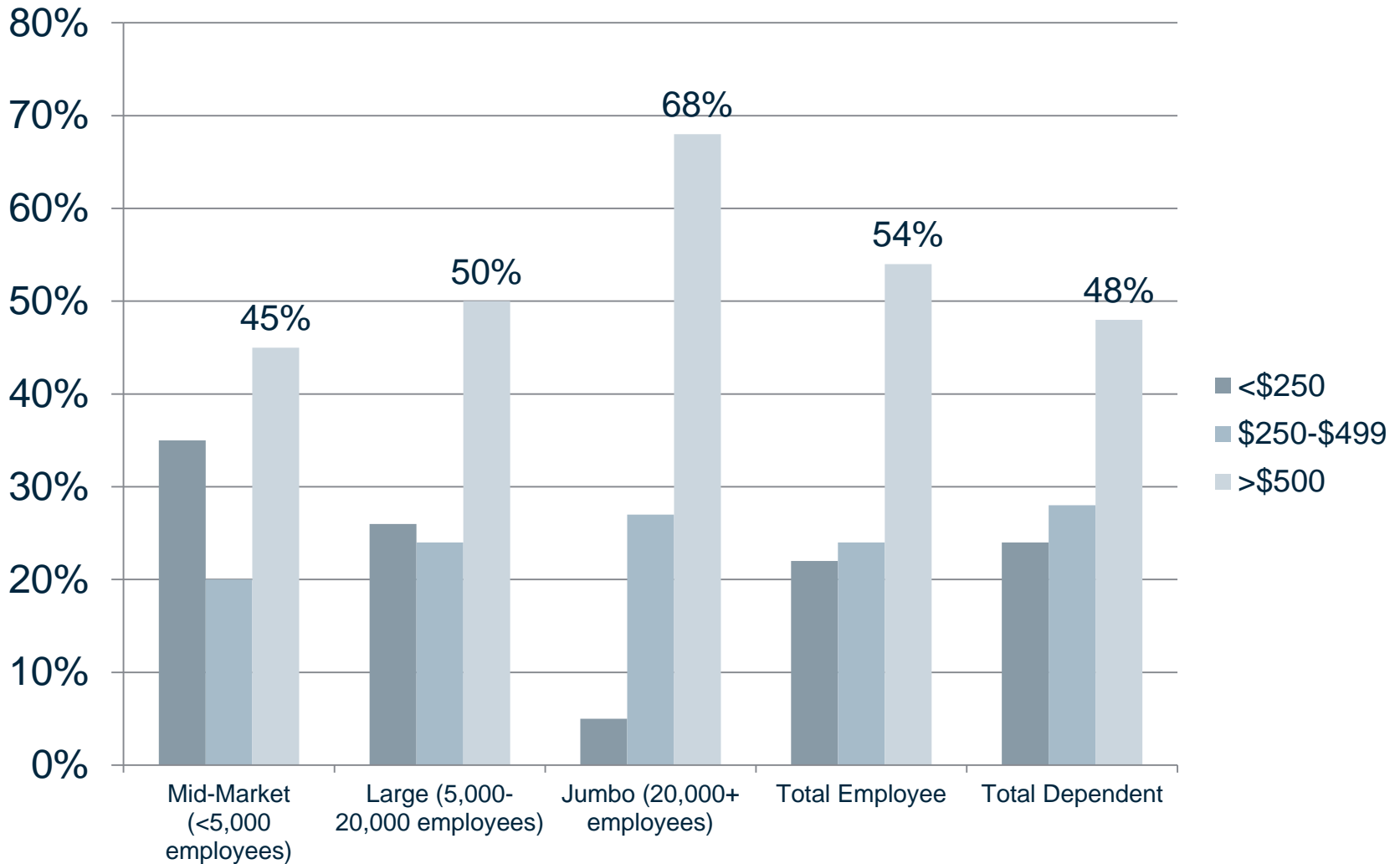




DRIVING ENGAGEMENT



Value of Incentives



Incentive Philosophy

- Incentive philosophy changing
 - Support engagement, not just one action
 - Frequency of distribution
- What's working with other larger employers:
 - Cash or gift cards (grossing up for tax implications)
 - Fitness devices
 - Company gear
 - Online Incentive Mall



NEXT STEPS

Successful Steps to Wellness

1

Capturing Senior Level Support

Creating a Cohesive Wellness Team

3

Collecting Data to Drive A Results-Oriented Wellness Initiative

4

Crafting an Annual Operating Plan

5

Choosing Appropriate Health Promotion Interventions

Creating a Supportive, Health-Promoting Environment

6

7

Carefully Evaluating Outcomes

*Wellness Council of America (WELCOA)

Take action...

- STEP ONE – Take time for you!
- Wellbeing/Wellness Resource Inventory
- Employee Engagement Survey
- Employee Interest Survey
 - What We Want To Know:
 - What is working, what is not & why, and what employees want
 - Example: Why aren't employees taking their PTO volunteer day?
- Leveraging a redeveloped Communications Strategy
 - Interest Survey will give insight to how employees want to be communicated with



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Thank You

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