



# EMPLOYEE ENGAGEMENT

*BECAUSE WELLNESS IS THE BUSINESS OF THE BUSINESS*

**Nerina Human**

**Executive Director, Worksite Health & Wellness**

**The Human Connection**

# AGENDA

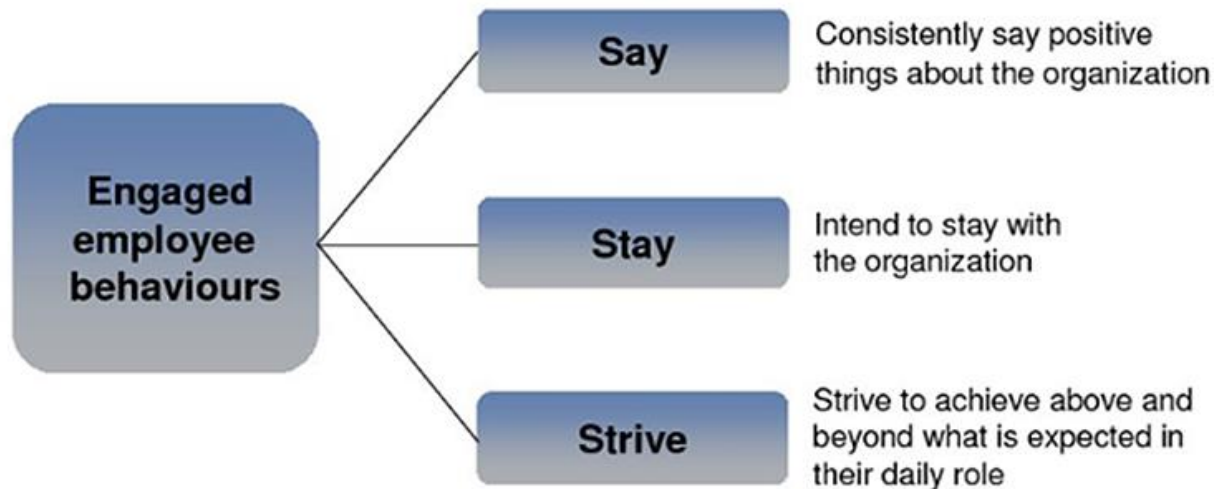
- Engagement
- Communication Message
- Incentives
- Favorite Success story



# WHAT IS EMPLOYEE ENGAGEMENT?

## Key Metric: Hewitt Engagement Measure

- Engagement is the state of emotional and intellectual commitment to an organization—the degree to which you have captured the hearts and minds of your employees



**80% of employees are engaged at a typical Best Employer**



# FOUR DIMENSIONS OF EMPLOYEE ENGAGEMENT



# PROACTIVE ENGAGEMENT

- Programs have to communicate that they are tailored to needs of each individual:
  1. Wherever you are at, we can work with that!
- 2. Traffic light: Red light not ready; Yellow light getting ready; Green light ready



# SUSTAINABLE WELLNESS ENGAGEMENT



- Continue with Biometrics screening & HRA
- Assist in the creation of a Wellness Team
- On-line Toolkits such as WELCOA Membership resources & AHA's My Life Check
- Pedometer-based physical activity challenge
- Create a 3 Year Wellness Plan for BlueStar
- Rewards/ Recognition of Wellness Efforts – AHA, WELCOA
- Link Wellness Policies & Procedures to employee manual
- 2012 – Live Healthy Chicago -100 Day & Lifestyle Challenge

# SUSTAINABLE WELLNESS ENGAGEMENT



- Continue biometrics screening & HRA
- Introduce On-line Toolkits such as WELCOA Membership resources & AHA's My Life Check
- Pedometer Physical Activity Challenge
- Create a 3 Year Wellness Plan for Robinson
- Rewards/ Recognition of Wellness Efforts – AHA, WELCOA
- Link Wellness Policies & Procedures to employee manual
- 2012 – Live Healthy Chicago -100 Day & Lifestyle Challenge



# COMMUNICATE THE MESSAGE

- Know your audience – make it relevant
- Connect the head and the heart
- Be consistent with your message
- Keep it simple





## Take Action Calendar Live Healthy Chicagoland

### January *Check your numbers*

**Action:** You know the size of your clothes, but do you know your cholesterol count, your BMI or your blood pressure? It is time for your annual check-up. Get yourself checked out and know your numbers.

### February *Be the heart of your organization*

**Action:** Your heart is your key to life. It needs activity to keep you in good shape. Take the stairs today or go for a walk during lunch with a friend. Your heart will thank you.

### March *Going Green for better health*

**Action:** Open your eyes to healthy eating. Portion control is the answer to permanent weight loss, so measure up. Stack up on fruit and veggies and see life from a different perspective.

### April *Hydrate & Increase your productivity*

**Action:** Hydrate your body for maximum energy and health. Drink more water. Increase your daily fluid intake and limit sugary beverages. Water is the purest way to renew and cleanse your body, from the inside out.

### May *Be a role model & take care of Yourself*

**Action:** Women take on the world, while taking care of their family and friends. Take care of yourself by taking time out for you. Be a role model and schedule your mammogram this month. Do it for you, because you are worth it.

### June *It Is Time for Your Tune Up*

**Action:** You take care of the business, the family and the cars. It is time for your tune-up. Schedule your annual physicians visit. Make friends with your doctor and learn



how to evaluate a good physician. Prevention is the key to walking your daughter down the aisle one day.

## July *It Is Ok, Get Some D*

It's summertime! Soak up some sun – but not too much. Get your Vitamin D with 15 minutes a day in the sun. Too much UV exposure is dangerous, so put on a shirt and a hat. You'll keep your bones healthy and avoid health risks at the same time.

## August *Get a Shot of Prevention*

Start the school year off right - make sure your children's vaccines are up to date before the first day. While you're at it, prepare yourself for cold and flu season with some shots of your own. Stay immune, stay healthy.

## September *Go off-line and re-connect*

Humans need to connect with other Humans. Break away from Facebook and reach out to a colleague or friend. Unplug the headphones and head to lunch with a co-worker. Good relationships lead to good health.

## October *Fight Fatty Foods*

It's time to trick-or-treat. Practice moderation and fight child obesity this Halloween. Focus on physical activity and make the most of the daylight. Use this Fall to promote good eating habits at home and at work.

## November *Quit Smoking*

Quitting smoking is difficult. Use your family's support this holiday season to make it easier. No more blowing smoke, feel better, save money and live a healthier lifestyle.

## December *Unplug & Recharge*

Unplug from your day to day routine and take a deep breath. Are you getting enough sleep? Recharge your mind & body with plenty of sleep. Connect with a co-worker or an old friend this holiday season and celebrate the end of a great year. Gesundheit!





# Live Healthy Report

## Live Healthy Chicagoland - MacNeal Hospital

### Live Healthy Chicagoland - MacNeal Hospital Summary <sup>U:</sup>

#### Programs:

Live Healthy 2011 - 100 Day Challenge - 2 - February 28 - June 12, 2011

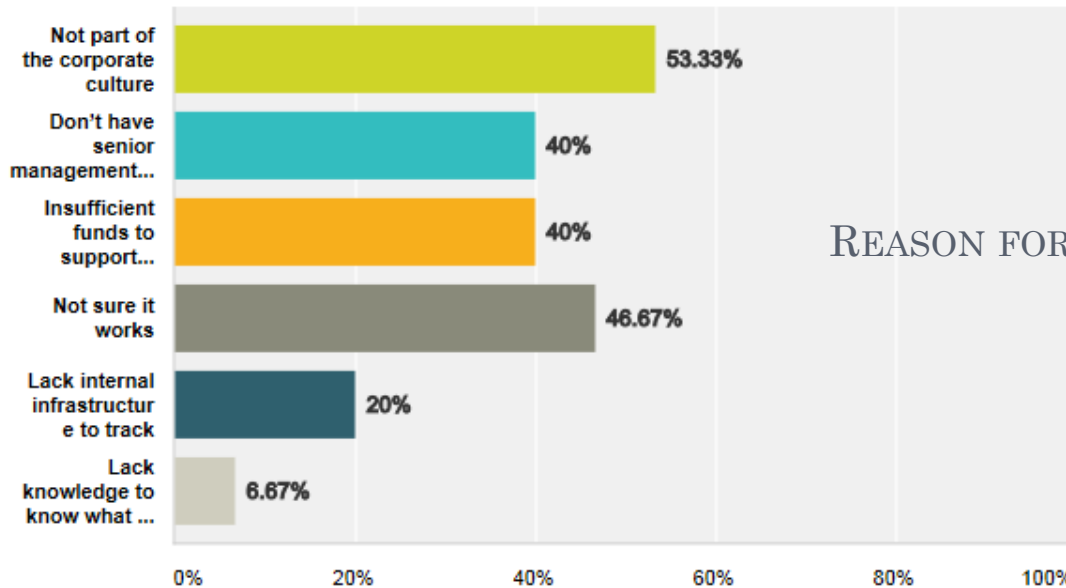
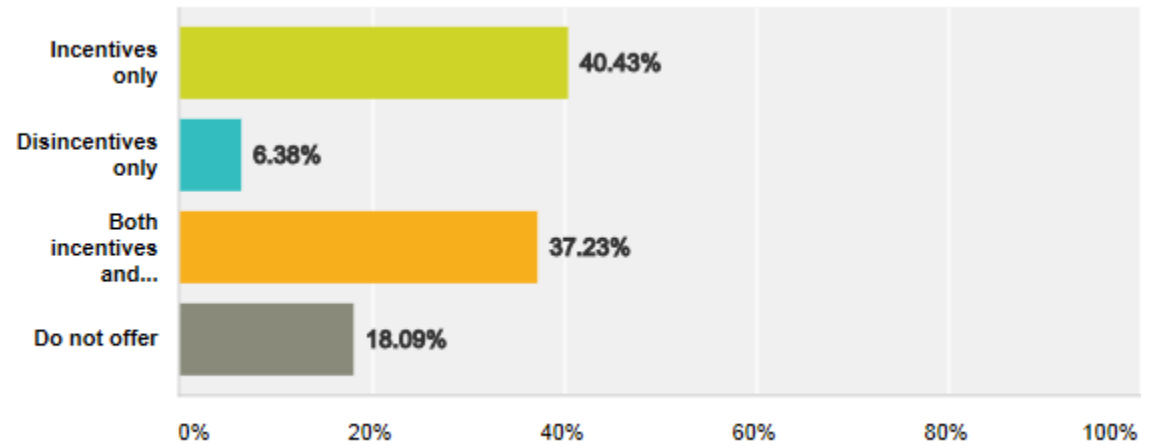
#### ▶ Overall Program Snap Shot

#### Live Healthy 2011 - 100 Day Challenge - 2 Numbers:

1. Number of Participants - 152
2. Number of Teams - 21
3. Average Team Size - 7.00
4. Total Pounds Lost - 437
5. Total Activity Time - 378,910 minutes
6. Average Activity Time per Employee - 2,492.00 min.
7. Average Activity Time / Employee per day - 23.96 min.
8. Competition Divisions - Activity and Weight Loss
9. Company Ave BMI Reduction - 0.65 (107 participants)
10. Total BMI Point Reduction - 69.35
11. Total Savings - \$14,029.51 (\$202.30 x 69.35 BMI Points)
12. Total Cost of Program - \$0.00 (\$0.00/participant)
13. Total ROI to Date - \$14,029.51

# INCENTIVES

## THE USE OF INCENTIVES & DISINCENTIVES



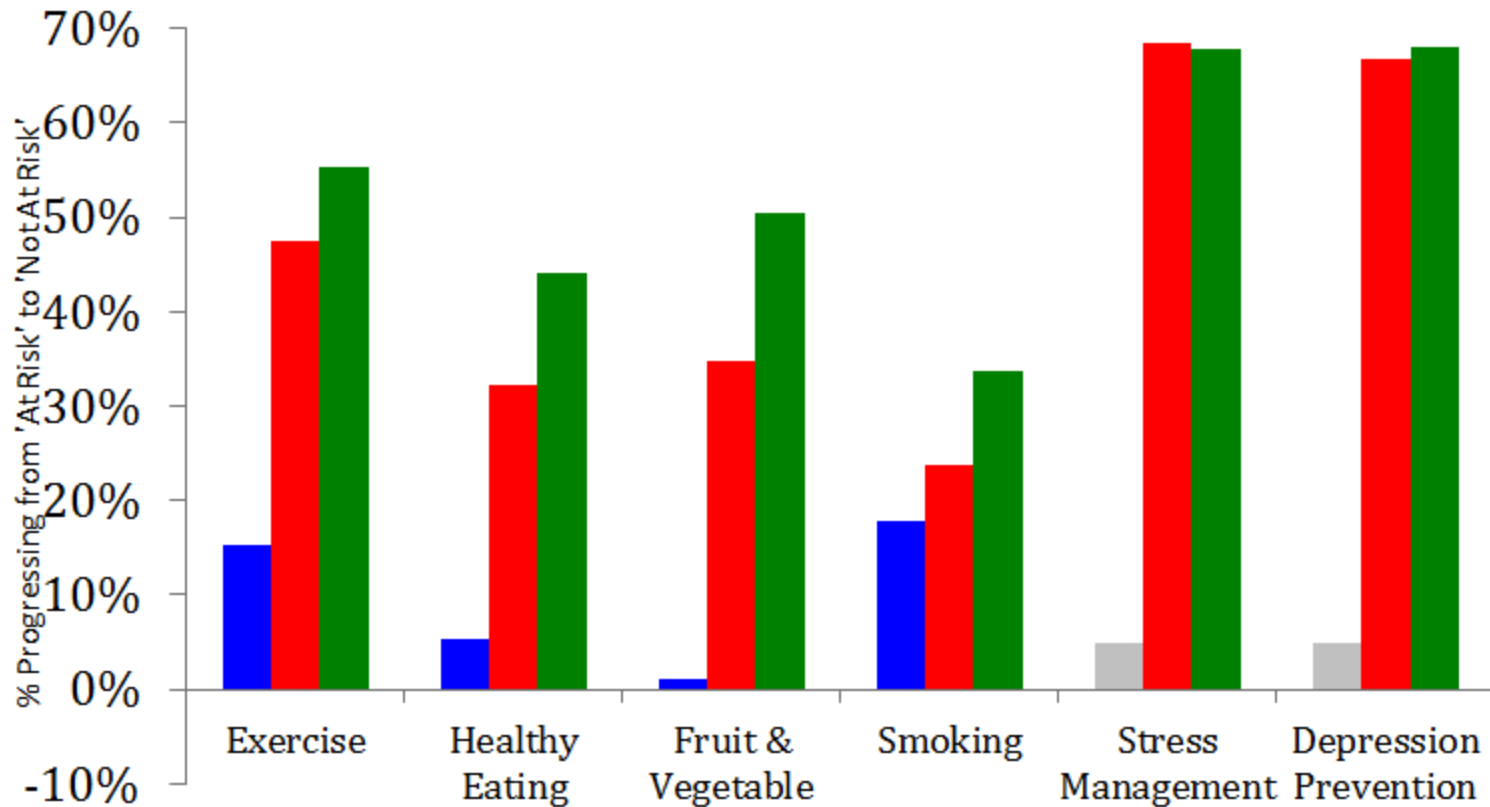
## REASON FOR NOT USING INCENTIVES



When social controls (including incentives) are used, programs have to help transform social controls into self controls.



# COMPARATIVE OUTCOME OF HEALTH PROMOTION INTERVENTIONS



## MY FAVORITE STORY OF INSPIRATION

The question isn't "can you" but "will you?"

<http://www.youtube.com/watch?v=qX9FSZJu448>





# THANK YOU

**Nerina Human**

**We Choose Health**

**Worksite Wellness TA Project Manager**

**[nerina@humanconnection.biz](mailto:nerina@humanconnection.biz)**

**(630)730-1276**