

## Prevention

### Detection

### Evaluation

### Treatment

Our focus is on preventive medicine and the workplace wellness programs we endorse are designed around health enhancement, risk management and disease management.

Our experts will help you setup an appropriate wellness program – customized to your employee demographics, evaluated health risks and available budget.

We apply Health and Productivity Management (HPM) as a comprehensive approach in our consulting. We support the concept that health risk reduction and care management programs can improve employee health, and that worksite health education, health risk management, and benefit counseling should complement standard health insurance benefits. The implementations result in lower direct and indirect costs and limited increases in premiums.

Our aim is to help you implement a successful wellness program with a quantifiable ROI.

Our associates and experts can enter at any level to enhance or implement your wellness program:

- Evaluate the performance of an existing program.
- Assist in implementing a program from start.
- Help select a program for a given budget.
- Estimate the ROI for any given program.
- Provide assistance at any stage of the planning process.
- Supply health risk appraisal software applications and other tools that are utilized to launch, grow and sustain a true wellness culture over time.

We will assist you in identifying and objectifying your specific ROI-based goals and the best options and tools to help you in effectively achieving key indicators and outcomes.

#### **FACT:**

*Health related concerns are not only an issue for employees, but for the nation's employers, too. Health care premiums have doubled for the employee and employer. Employer profits are being consumed by healthcare costs. In 2000, private business expense for health services as a percentage of profit was 40% before tax and 58% after tax (Cowen, 2002).*

#### **We Help You Create & Implement a Planning Process:**

1. *Establish a Planning Committee.*
2. *Assess the Interests and Needs of Leaders and Employees.*
3. *Develop Mission Statement, Goals and Objectives and Design the Program.*
4. *Develop a Timeline and Budget.*
5. *Select Incentives.*
6. *Analyze the Legal Implications of a "Bona Fide Wellness Program" and take them into account - [ERISA and HIPAA Compliance Implications].*
7. *Acquire Programmatic and/or Human Resources Support.*
8. *Market the Program.*
9. *Implement the Program.*
10. *Determine Success.*

*Wellness programs can be simple or complex. Many programs require a minimal investment of time and money. More substantial programs often use more resources, but the many benefits to supporting and encouraging employee health and safety outweigh the costs.*

#### **Fact:**

*The average Cost/Benefit ratio for wellness programs based on a summary of 28 articles was \$3.48 saved per \$1 invested (Aldana, 2001).*