

Our Most Valuable Resource is Our People?

By: WellnessIQ August 2017

We hear it, we read it and have probably even quoted it. Our Most Valuable Resource is Our People!

An engaged and productive work force is directly related to the attainment of company goals. Research tells us a positive work environment leads to productive employees. A February 2017 study by Humana and the Economist Intelligence Unit revealed 67% of employees said participation in wellness programs increased their engagement in their employer's mission and goals.

Whether you are a product-centric, technology-driven, service-oriented or technology-driven company, a qualified and healthy employee is a necessity for a competitive edge. So you ask....how do I create the momentum. A wellness program pulls together the various benefits with a structure to further reinforce the employer's commitment to its employees and improves the overall health of the employees.

Don't be intimidated, an effective wellness program is incremental in nature and lends to a long range, continued improvement within the company. We start with an idea of what motivates the employees and what type of communication styles or modes are currently used within the company. Employees are encouraged to participate and pursue improvements in overall wellness by adapting to a reward system. The rewards are designed around the behaviors and activities leading to a reduction of health care costs. A study by Quest Diagnostics found employees in an employer-sponsored wellness program had 30% lower claim costs than non-participants, were 50% less likely to have an in-patient hospital visit and visited the emergency room 33% less often. Wellness reward or incentives are also able to assist with the reimbursement of medical, dental and vision expenses or may simply earn credits to use for the purchase of gift cards or Amazon type rewards.

An important second step is to create an awareness of health among the employees. A simple survey of the employees provides a baseline measurement of their general wellbeing. A successful program is measured by an increase in employee involvement, team work, friendly competition, reduced absenteeism, reduction of future health risks and an improvement in employee morale. All of the results are directly related to behavioral changes initiated by each employee, supported by the employers and reinforced with constant and consistent feedback.

How does all this happen? Using your current modes of communicating with employees, a consistent message and reward system, keeping employees up to date on their improvements and rewards of positive behaviors. A wellness team continues to introduce fresh interactions ranging from friendly company competitions to various resources on nutrition, activity, exercise and health monitoring. A comprehensive wellness program is able to be managed with an investment of less than what it costs to supply daily coffee for the employees.

A preview of a customized program and a variety of variable incentive-based approaches are available with the gathering of several basic informational elements about the current organization and culture of the company. Contact your benefits consultant at WellnessIQ for a no obligation consultation on how to develop a program best suited for your customer. WellnessIQ 1-888-935-5471 or www.wellnessiq.net