



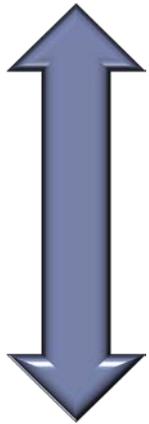
# Private Sector Approaches to Workforce Health and Well-Being

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# Evolution of health as a business imperative

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**Health as employee responsibility**



**Health as business imperative  
(workplace culture of well-being)**

<b>Organizational Tactics</b>	<b>Measurement Approach</b>
Informal offerings	Not monitored
Program-based offerings (health impacts medical costs)	Program-specific metrics (ROI)
Integrated health and productivity programs (health impacts productivity)	Health & productivity metrics integration (total cost/value)
Organizational policies and practices influencing health (health impacts revenue)	Comprehensive integration and reporting (business/shareholder value)



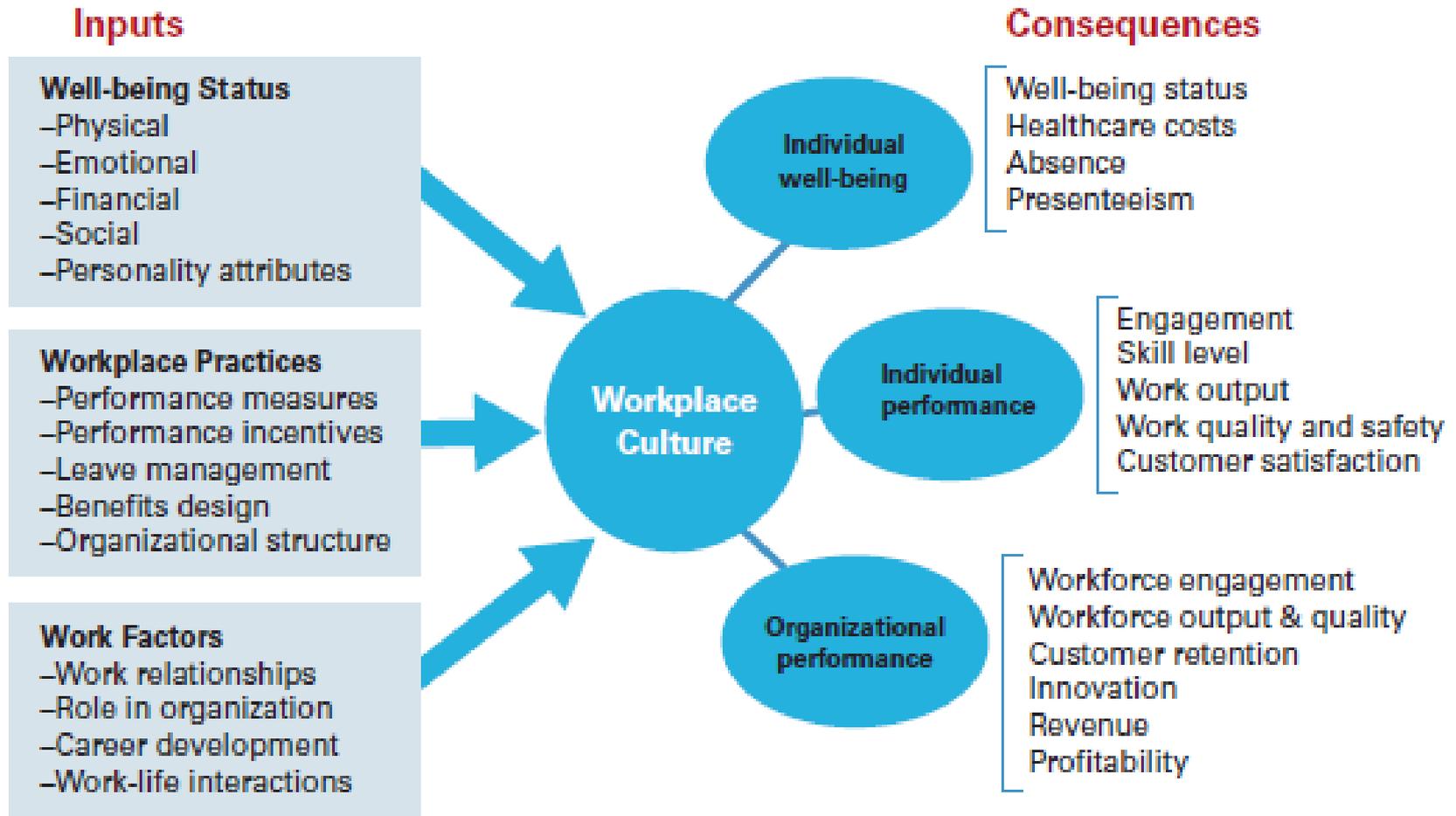
# Where's the value in healthcare – and in a healthy workforce?

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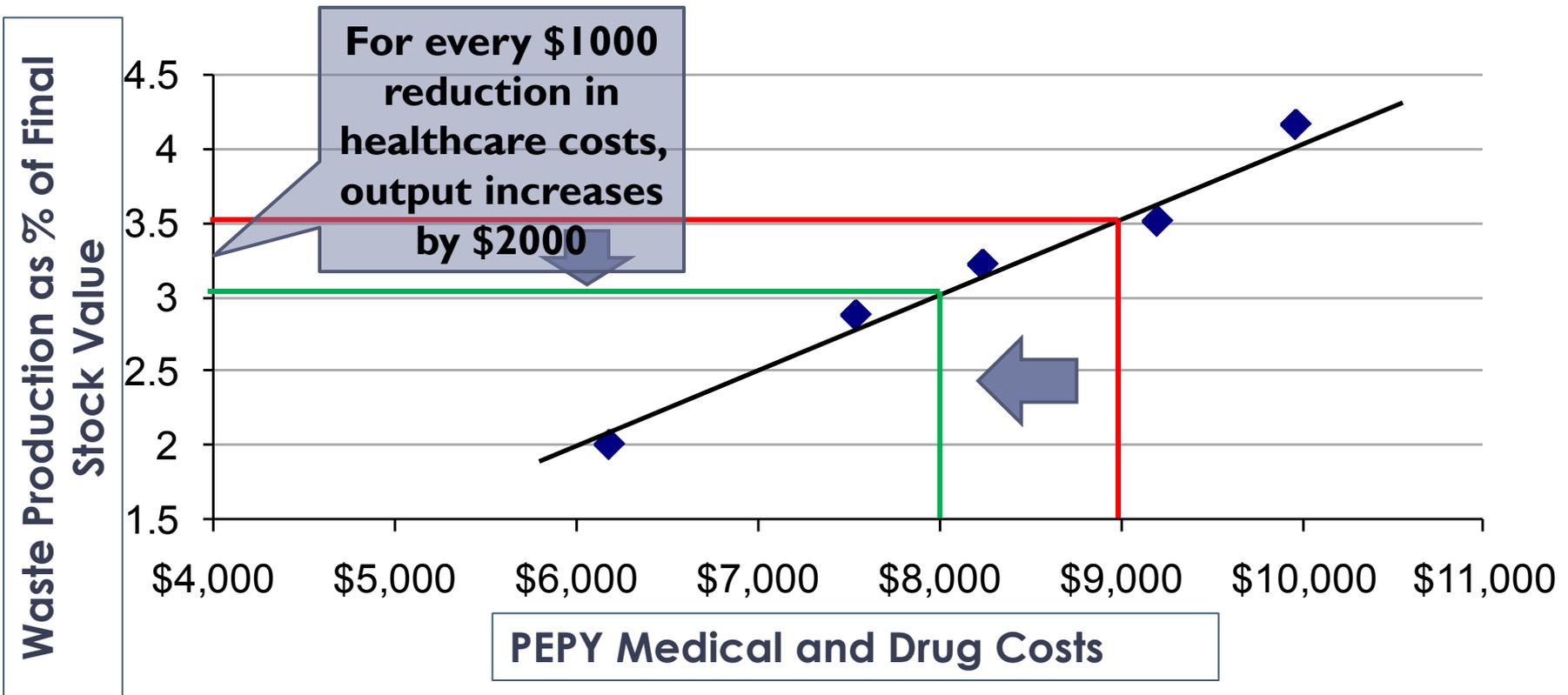
- ▶ **Triple Aim goals**
  - ▶ Improved quality
  - ▶ Better health outcomes
  - ▶ Lower healthcare costs
- ▶ **Lies in alignment of health management strategy with company business strategy**
  - ▶ Increased worker productivity
  - ▶ Enhanced worker performance
  - ▶ Increased company profitability
- ▶ **Optimal services generate optimal value**



# A conceptual framework for workplace well-being



# What is the relationship between healthcare costs and business performance?



**Compelling opportunities exist to more closely link health and business goals**

# Summary

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- ▶ Investments in workforce health and well-being can impact business performance
- ▶ Employers are increasingly incorporating business performance data in benefits purchasing decisions
- ▶ Expanding the value proposition can convert a perceived cost into a strategic investment
- ▶ This approach is relevant to all organizations, including governmental entities
- ▶ Health improvement supports economic growth

