



# WELLNESS IN THE WORKFORCE

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# WHO WE ARE



- 10<sup>th</sup> largest privately-held brokerage firm with over 600 employees
- Offices in Denver, Wichita, Kansas City, and Dallas
  - Client footprint in all 50 states
- Benefits division has over 500 clients
- Health Risk Management teams serve over 150 clients
  - Backgrounds in public health, psychology, communications & exercise science
- Do not have a wellness product we resell
  - Build a strategy with our clients to determine the right fit



# KEY LESSONS TO SUCCESS





**1** WHAT DO YOUR EMPLOYEES VALUE

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**2** IT TAKES A WHOLE TEAM

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**3** PATIENCE AND EVALUATION

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# WHAT DO YOUR EMPLOYEES VALUE?



- Know the demographics of your group
- Explore wellbeing from a holistic approach, not just the physical component
- What do they talk about at a BBQ?



# IT TAKES A WHOLE TEAM



## Expand Internally Beyond HR

- Safety
- Public affairs
- IT
- Legal
- Maintenance
- Site administrators
- Regional managers
- Executive leadership

## Quarterly Summits with External Partners

- Broker – have them lead this
- Medical & benefit plan providers
  - Carrier/TPA, PBM, DM, EAP, STD, LTD, 401k, FSA
- Wellness vendor
- Care advocacy vendor
- Onsite/near site clinic
- Charity partner
- Communications firm

**ONE VOICE**



- Be realistic - we didn't get here overnight
- Understand your size and funding style; set realistic expectations accordingly
- Examine wellbeing impact through variety of data points to assess risk and next steps
  - Medical claims, Rx utilization, EAP, worker's compensation claims, turnover rates, employee engagement & satisfaction, production output, wellness vendors, care advocacy vendors, onsite/near site clinics
- Be creative with your plan design
  - Narrow networks, value based benefits design, direct contracting
- Stay in tune with the current pulse of the company culture and modify accordingly

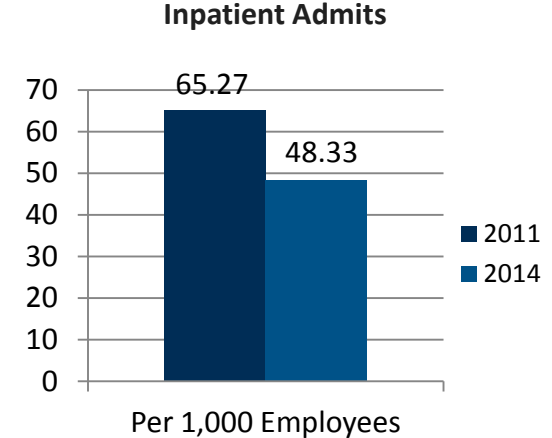
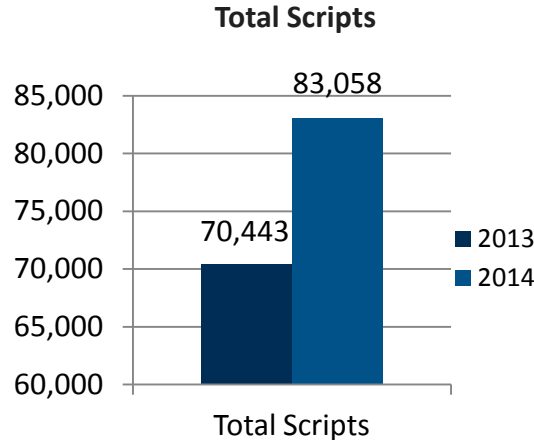
# LOOKING AT THE NUMBERS



## Case #1

3,500 employee residing predominantly in the South

- Vendor summits
- Communication campaign
- Plan design modification and integration
  - Transparent PBM
  - Value based pharmacy
  - Top 5% case management
- Integration with safety & public affairs
- Wellness vendor
  - Focused on clinical aspect of risk





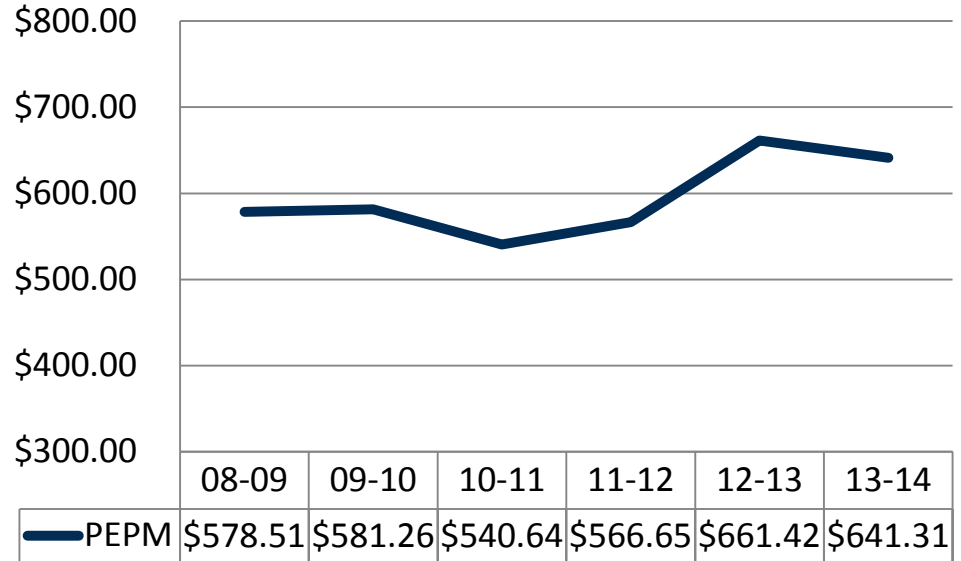
# LOOKING AT THE NUMBERS



## Case #2

150 employee residing in Mountain West

- Safety integration
- Environmental changes
  - Onsite fitness center
  - Weekly fresh fruit & veggie delivery
- Executive leadership support
- During acquisition of company, wellbeing key training factor for new managers
- Wellness vendor
  - Playing on the competitive nature of employees



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