



Evolving Your Wellness Strategy to Impact
Culture & Employee Engagement


Gallagher & Rush Memorial Hospital

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Today's Discussion



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- Current Approach to Wellness
- Connecting the dots on Culture for Employee Engagement
- Organizational Wellbeing



Thrive
RMH WELL BEING

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The Starting Point

- Basic Wellness Program



Wellbeing hits the mainstream



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Currently...



In the near future...



Employers that invest in wellness programs emphasize the importance of:

- 1) Reducing healthcare **costs** (60%)
- 2) Creating a desirable **culture** (43%)
- 3) Improving **employee experience** and satisfaction (37%)



*Gallagher's U.S. National Employee Benchmarking Database

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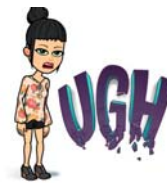
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Top 5 Reasons Why Employees HATE Wellbeing Programs



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1. My job doesn't allow time for me to participate
2. My manager doesn't get it
3. The program isn't fun
4. I'm concerned about my privacy
5. It feels more of a hassle than a help



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Why the Change?

- Employees wanted a more comprehensive program



Total Wellbeing

What is it?

Everything that affects how we think about and experience our life

Unique Focus

Recognizing employees as whole people



Whatever you are thinking about wellbeing...

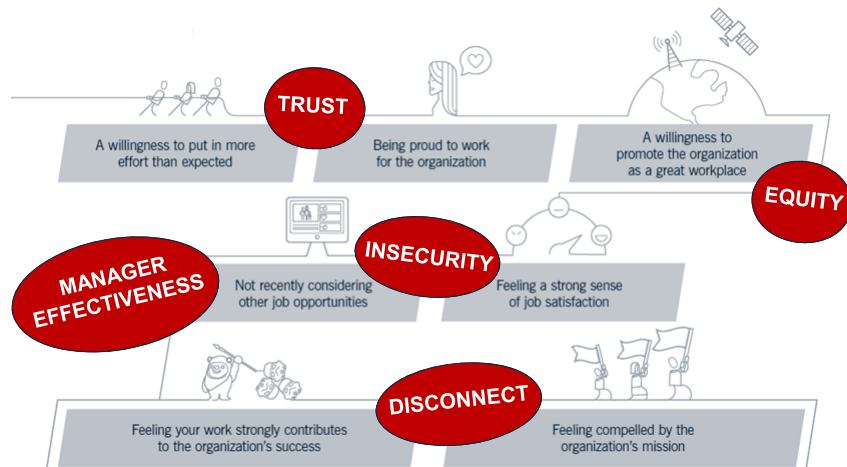
Think bigger

Think Outside the BOX

- No cookie cutter programs here!



What We're Aspiring To...



How do we define employee engagement?

engagement

noun | en-gage·ment \in-'gāj-mənt, en-\

a pronounced state of enthusiasm characterized by **effort**, pride and passion that fosters a mutually **committed** relationship between employees and their employers, resulting in the enduring pursuit of organizational and personal **goals**.

So What?

10% ▲ Profitability
21% ▲ Customer Metrics
22% ▲ Productivity



Culture

Culture is something that unites people.

— AMASTASIYA O., RUSSIA



The Power of Engagement



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Highly engaged employees are more likely to....

- Be agile and resilient
- Have strong relationships and be active in their community
- Be in control of their finances
- Have fewer safety incidents
- Have fewer health problems and lower healthcare costs
- Display excellent performance
- Stay with their employer



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It's All About Culture



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Behavior is highly influenced by culture, environment and social norms



65 to 70%

of an individual's overall health status is determined by individual lifestyle behaviors

~US Centers for Disease Control~



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Committed to You. Close to Home.

Building Blocks

- Started at the top with leadership support



Well Being Committee



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- Very diverse committee brought together



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THRIVE..... NOT JUST SURVIVE



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Rush Memorial Hospital is committed to investing in lives by fostering a balanced lifestyle.

Thrive....not just survive

Thrive Portal

- RMH Thrive Portal
- Goal of 30 percent involvement



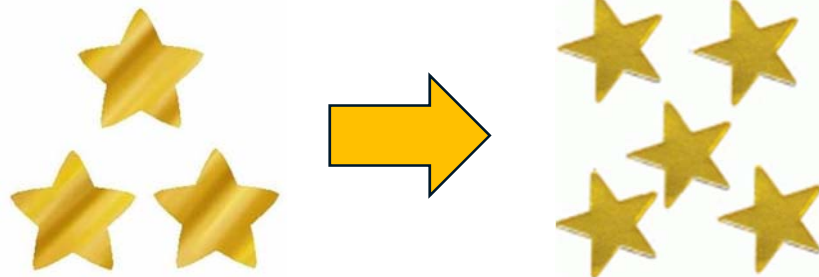
Starting Small

- We didn't want to start with the big projects
- Little by little making changes



3 Stars

- 3 Star Status with Achieve Well and the Wellness Council of Indiana
- We want 5 Stars!!!

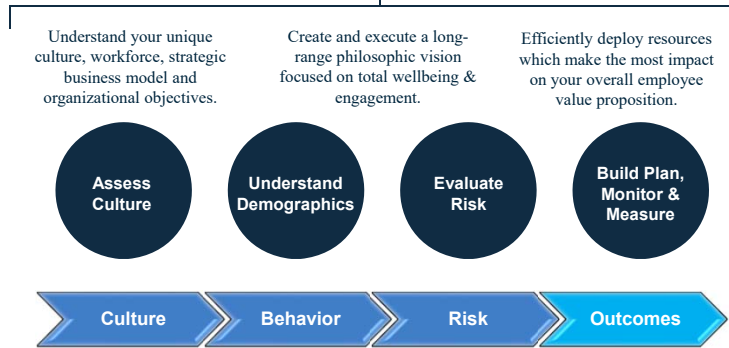


Our Framework

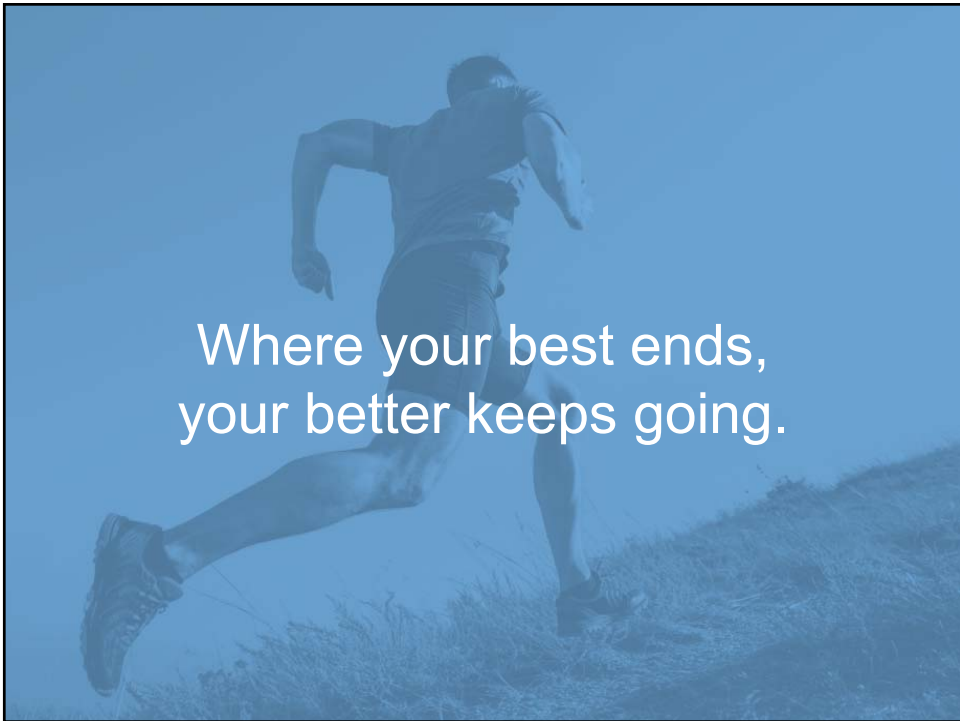


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*Meeting you where you are
and creating a path forward*



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Looking Forward



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- Continue to build a positive culture
- Healthy, Happy Employees leads to Healthy, Happy Patients!



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Looking Forward



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- Continue to build and learn



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What does the Future Hold?

- We want to partner with other programs and businesses in the community and take our program to those that need it



Thank you!



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