Exploring Best Practices for Employee Wellness Programs

Presented by WellRight & Terryberry
Presenters

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Chat in your questions.
Get real time answers.
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If we address your question during today’s live broadcast, you’ll receive a complimentary copy of WellRight’s book, **102 Challenges**

**Get involved and be recognized!**

Q&A will take place at the end of the webcast. Submit questions any time using your tool tray on the right side of your screen.
Do you currently have a wellness program at your organization?

- Yes
- Looking to implement one soon
- No
- I’m not sure
Which best describes your organization’s internal wellness program support?

- Dedicated Wellness Team
- Full Time Dedicated wellness program champion
- Part Time dedicated wellness program champion
- Minimal internal wellness program support
- No consistent wellness program support
What should a complete wellness program include?
What We Have Learned to Drive Engagement

Consistent Program Structure
Structure and expectations are the same with fresh content

Right Amount of Choice
Limit the number of options to avoid decision fatigue

Anchor Challenge
Annual challenge that is custom and unique to your organization

Administrator Support
Active administrator, minimum of 50% to wellness

Tenured Executive Support
Executive champion with 20+ years at the organization

Source: WellRight

80% engagement
Year over year
What are best practices for **tailoring wellness programs** in order to fit the needs of employees who are at different stages of their wellness journey or have different wellness needs?
Wellness Programs can create a less stressful environment which can, in turn, lead to higher levels of employee happiness.

What would happen if every employee was engaged in the wellness program?
If you have a Wellness program, what % of your employees participate annually?

- < 15%
- 15-25%
- 26%-50%
- 51%-75%
- >75%
Good participation is certainly key to an effective employee wellness program. What benchmarks do you have for participation rates and what can employers do to achieve maximum participation?
A recent Glassdoor survey listed wellness programs as a perk that many employees value more than pay raises.

How are you encouraging and rewarding healthy employee behaviors?
What return on investment can employers realistically expect to achieve for their wellness programs?
WHY WELLNESS?
Value On Investment and Return On Investment—They Both Matter

**Value On Investment**

**Employee Retention.** Turnover rate for unhealthy employees vs. 9% for health employees.

**Employee Benefit.** 68% of U.S. employers offer a wellness program. Employees are expecting it during the hiring process.

**Company Culture.** Of employees said having a wellness program motivated them to achieve company goals.

**Presenteeism.** More sick days are taken per year by tobacco users and 1-2 by obese employees than healthy employees.

**Productivity.** Days worth of smoke breaks are taken each year by tobacco users. That’s a lot of time away from work!

**Return On Investment**

**Real Return.** Return for every dollar spent on wellness has been experienced by employers.

**Reduction in Medical Spend.** Reduction in wasted medical spend after about three years.

**Cost Savings.** Reduction in medical spend for obese employees and 15% reduction for tobacco users when a targeted wellness program is in place.

Source: WellRight
If you have a Wellness program, what do you invest annually in rewards?

- <$100 per employee
- $101-$400 per employee
- $401-750 per employee
- $751-1,500 per employee
- >$1,500 per employee
Wellness Engagement – Participation Rates

Rewards are the primary driver of participation

Source: WellRight
Is there a synergistic effect between wellness and rewards and recognition programs?
Case Study: F2018 Participation

WELLNESS EVENTS VS. POINTS

Number of wellness events per employee

Points Awarded for successful completion

7 wellness events average
F2019 Participation
Connected to Recognition

Average Annual Participation = 12.8
What kinds of **rewards** are best suited for employee wellness programs?
Jack Smith - Rewards

Congratulations Jack!

Welcome to TLE’s AwardPoints redemption area, where the points you’ve accumulated through your continued efforts to support TLE’s business, culture, and your wellness can be used to select great awards. We appreciate your hard work and hope these awards serve as a reminder of your achievements, while encouraging ongoing contributions!

Please feel free to contact us with any questions. Again, congratulations on your success.

Sincerely,

[Signature]

WellRight

Terryberry wellness
How is technology changing the employee wellness programs of today?
In today’s workplace, many companies have global offices, employees work remote —how do you effectively encourage healthy behaviors to all?
By 2025, 36.2 million Americans will be working remotely, an 87% increase from pre-pandemic levels. - Upwork
Questions

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Does your wellness program need some fun new challenges?

102 Challenges offers up a collection of dynamic and inspiring challenges. Covering everything from fitness to nutrition, emotional wellness, financial wellness, and purpose, there’s something for everyone!

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