



Well Strategy!

How safety has assisted in the evolution of workplace wellness

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Organizational Considerations

“Organizational intelligence is greatly diminished when organizational health is not of equal focus”

– Patrick Lencioni





What to keep in mind today:

- Best practices in workplace wellness initiatives demand safety as a key success factor
- Wellness and safety are tied to service industry success too.
- A healthier employee is a safer employee
- Can health risks be an OSHA violation?

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What we must consider:

- Why workplace wellness initiatives need safety and safety needs wellness.
- How to consider blending workplace and community wellness initiatives.
 - Why this is important to safety
- How to develop a workplace strategy that incorporates a total quality of life initiative.

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10 BUILDING BLOCKS FOR A SUSTAINABLE WORKPLACE WELLNESS INITIATIVE

- | | |
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| 1. Leadership throughout the organization | 6. Operating plan |
| 2. Wellness team | 7. Communications strategy |
| 3. Measure what matters | 8. Reward optimization |
| 4. Data driven decision making | 9. Align with safety and injury prevention |
| 5. Integrate with your organization's mission/vision | 10. Responsible, accountable and supportive |



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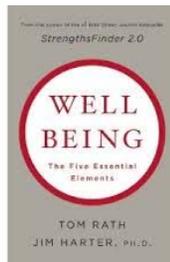
“We are what we repeatedly do. Excellence then, is not an act, but a habit.”

- Aristotle



Gallup's 5 Dimensions of Wellbeing

Physical
Career
Financial
Social
Community



State Rankings by Element

Composite Rank		Purpose	Social	Financial	Community	Physical
46	Mississippi	22	42	50	41	44
47	Ohio	47	47	36	49	40
48	Indiana	44	46	30	42	45
49	Kentucky	48	49	46	26	49
50	West Virginia	50	48	43	38	50



Safety becomes a business necessity

On December 29, 1970, President Richard Nixon signed into law the Williams-Steiger Occupational Safety and Health Act, which gave the Federal Government the authority to set and enforce safety and health standards for most of the country's workers.

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Outcomes!

Since 1970, U.S. employment has almost doubled.

Since the passage of OSHA, the rate of reported serious workplace injuries and illnesses has declined from 11 per 100 workers in 1972 to 3.6 per 100 workers in 2009

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Wellness becomes a business necessity?

Affordable Care Act

- Increase the maximum reward under a health-contingent wellness program offered in connection with a group health plan from 20% to 30% of the total annual premiums of individual-only coverage.
- Increases to up to 50% for tobacco use.

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Outcomes??

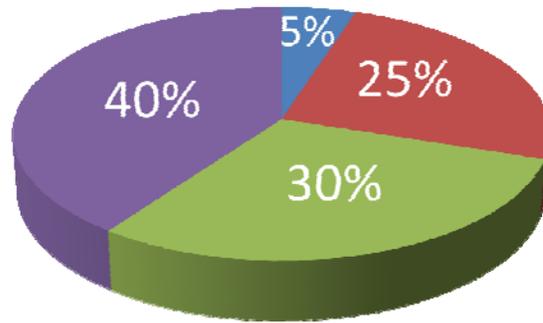
To be determined...Here are the issues:

1. Voluntary use of premium reductions
2. Reasonable alternative standards
3. Lifestyle verses the work itself

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Behavior Change Process



- Awareness and Education
- Skills and Tools
- Motivation
- Policy and Environment



Your Career/Purpose

Your Friends/Family

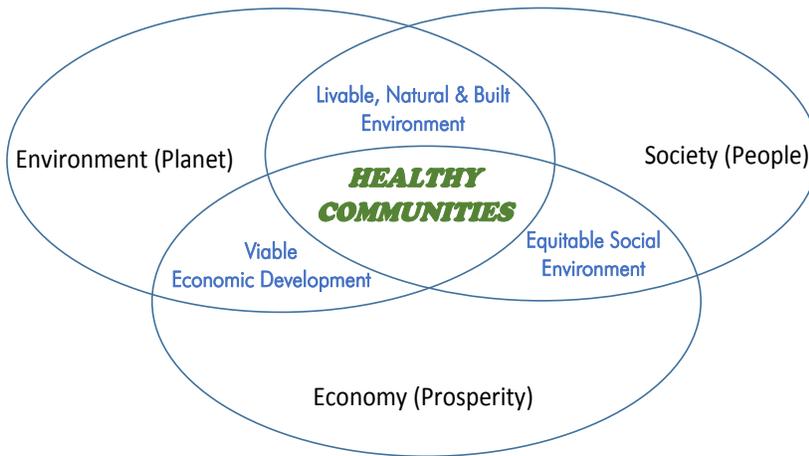
Total Quality of Life Initiative (TQLI)

Your Physical Health

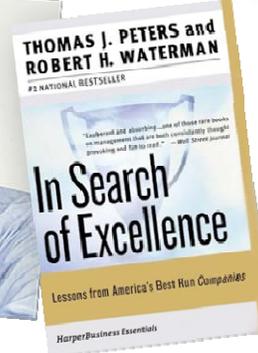
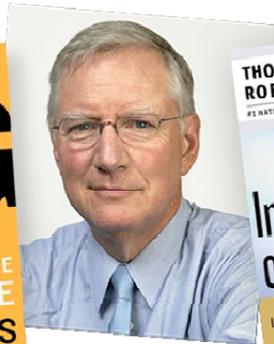
Your Finances

OUR Community

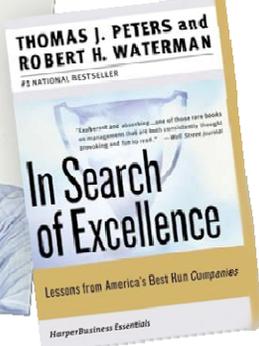
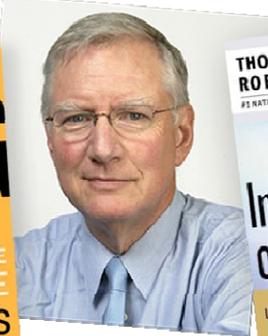
Total Wellbeing Solutions for TQLI



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“The workplace IS the community”

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Business Strategy Questions

What is required to establish a usable work plan strategy that can be implemented?

What are the biggest health risks in the workplace today?

How can health be an OSHA safety violation?

How can we overcome these issues?

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Align Safety and Wellness



What are the roadblocks?

What is the largest contributor to workplace safety and how is employee health a contributor

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Final Thought:



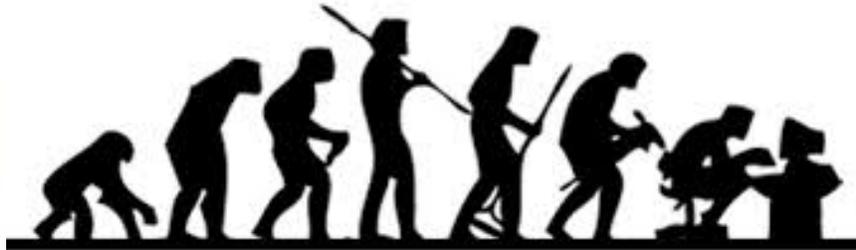
When do safety and wellness become a way of doing business in the workplace verses a policy or requirement and how can wellness get there?

I really am asking this of you. This is not a rhetorical question.

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Evolution of the American Worker



What are Your Questions!



Thank you!



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