Supporting Employees to Achieve Work-Life Integration

Mayor’s Healthiest Workplace Awards – Winner’s Spotlight

December 13, 2017
Agenda

- Welcome
- Current Trends
- Introduction of Panelists
- Supporting Employees to Achieve Work-Life Integration
  - Asuragen, Inc.
  - Foundation Communities
  - 3M
  - Seton Healthcare Family
- Questions & Answers
- Updates & Closing
Work-life Integration

- People work too many hours
- Employers don’t do enough to help employees balance work, family, and personal life demands
- Overwork is a national pastime
  - Work-Family Conflict – negative psychological, physical, and family outcomes
  - Work Fatigue & Burnout - makes us less effective and less efficient
- Is it just “work smarter” rather than “work harder”?
- OR, do we need to work in a more integrated way?
Work-life Integration

- Work-life balance is now work-life integration
  - Not a binary opposition or competition
  - Integrates multiple aspects of life

Formula:
- Company-provided work-life supports + Personal Work-life Management = Success for individuals and companies
Work-Life Integration

- **Corporate Work-Life Initiatives**
  - Provide employees with control over their working time and support in meeting their family and personal needs
  - Work designed to provide employees with discretion and control in meeting work and life demands
  - Include flexibility, adequate pay, benefits, health and employee assistance programs, employment security
  - A workplace culture that values and supports the work/life integration of all employees
    - Transmitted formally by organizational policies
    - Transmitted informally by supervisors and coworkers

- **Positive Outcomes for Employees & Employers**
  - Reduces stress, depression, negative physical health outcomes
  - Improves job performance and satisfaction
  - Reduces absenteeism
  - Improves retention
## Introducing the Panelists

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Organization</th>
<th>Organization Size</th>
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<tbody>
<tr>
<td>Debra Thompson, SPHR, MBA</td>
<td>Asuragen, Inc. Vice President, Human Resources</td>
<td>Small (50-249)</td>
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<tr>
<td>Andrea Albalawi, LMSW</td>
<td>Foundation Communities Director of Health Services</td>
<td>Medium (250-500)</td>
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<tr>
<td>Bitsy Eichler</td>
<td>3M Health Services Manager</td>
<td>Large (500-4,999)</td>
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<tr>
<td>Tammy Killebrew, RN</td>
<td>Seton Healthcare Family Director Medical Management</td>
<td>Extra Large (5,000+)</td>
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About Asuragen

Founded in 2006 (spun-out from Ambion)

150+ employees (primarily in Austin)

Privately-held

Molecular Diagnostics - Oncology and Genetics

- Only FDA-cleared diagnostic kit for Chronic Myeloid Leukemia (CML)
- Research testing for genes implicated in inherited genetic disorders including Fragile X syndrome, the most common known inherited cause of intellectual disability and autism
- Companion diagnostic products
Our Culture

Purpose/Vision

People deserve better answers.

Core Values

**COMMUNICATE**
We actively listen and engage in open, respectful dialogue.

**COLLABORATE**
We work together to find the best answers.

**DELIVER**
We are action-oriented and drive high quality outcomes.

**LEARN**
We are self-aware and committed to growth/development.

Be the best version of you.
Our Philosophy in Action

Total Rewards Philosophy & Programs

...Create innovative, flexible benefit programs that meet the needs of a diverse workforce
Wellness... It’s Part of Our Identity

We will become the BEST version of OURSELVES...

and the BEST version of

Key Programs

- Wellness stipend for every employee up to $780/yr
- ONSITE gym and programs including personal training, yoga, meditation, strength training, pilates, running & walking clubs, massages... plus mother’s room
- Behavior bonuses in YouEarnedIt (reward/recognition platform)
- Employee Assistance Program
- Farm-to-Work
- Impact Team and Wellness Committee
Measuring Results & Key Outcomes

Surveys

- Identified Barriers - 68% said lack of time
- Created more onsite wellness opportunities
- Supported participation during work hours

- Program selection based on multiple factors
  - What employees want
  - When
  - Where
  - How much they would be willing to pay

Participation Rates and 3rd Party Data

Costs and ROI
HEALTH INITIATIVES FOR THE FC COMMUNITY
CREATING HOUSING WHERE FAMILIES SUCCEED

**Housing + Services**
- Attractive, affordable homes for over 2,800 families, including 228 formerly homeless children
- 600 efficiency apartments for single adults including veterans, seniors & individuals with disabilities
- On-site counseling, case management & food pantry

**Health Programs**
- Assistance with health insurance enrollment
- Access to integrated primary & mental health care services including substance abuse counseling
- On-site health programming including physical activity & nutrition classes
- Community health fairs

**Education Programs**
- After-school & summer learning for 700 children & teens
- Early childhood education for 3- to 4-year-olds
- English as a Second Language classes to increase literacy & life skills
- College humanities course for low-income adults in partnership with UT & ACC

**Financial Stability Programs**
- Free income tax preparation for 20,000 families, generating $35 million in local tax refunds
- 1-on-1 financial coaching & money management classes
- Assistance with college financial aid
- Matched savings accounts
Health Initiatives

Mission: Create a culture of health, promote healthcare access and overall well-being and address health disparities.
Surgeon General’s Priorities: Active Living, Healthy Eating & Mental & Emotional Well Being

- Regular Physical Activity is one of the most important things that people of all ages can do to improve their health.

- Nutrition: Information on healthy diets and healthy choices are accessible, affordable, and desirable.

- Mental and emotional health is just as important to our overall well-being as our physical health.

Source: https://www.surgeongeneral.gov/priorities/index.html
Benefits of Physical Activity on Mental Health

The Benefits of Exercise on Mental Health

- Reduced stress levels
- Increased energy levels
- Reduced depression
- Increased mood
- Reduced anxiety
- Increased self-esteem
- Improved sleep
- Increased wellbeing
- Boosts brain power
- Increased confidence
Mental Health Workshops & Support Services

- Mindfulness-Based Stress Reduction & Self-Compassion Workshop Series
- Coordinator Care Groups
- Go365 Personal Health Coaching
- On-Site Chair Massages at 6 FC locations
- Flex-time and 6 Personal Leave Days (Bday Leave)
- Monthly Wellness Newsletter
Employee Assistance Program

Confidential ★ Free ★ 24-7 Access

- WellCoach
- Work Life
- Counseling
- LawAccess
- HelpNet
- SafeRide
Creating a Culture of Health

- On-site Zumba, Aerobics, Boot Camp, Yoga, Tai Chi
- Resident & Employee Walking Groups
- Employee & Resident Races
- Cap 10K, ACS Walk, ToL Fun Run
- Quarterly Employee Appreciation Events
- Healthy Events Policy
Fitness Camino 5K Race
Spring Terrace 2 Miler
Key Learnings

- Must Create Employee Buy-In
- Must Have Senior Management Buy-In
- Must Take the Time to Build Relationships
- Must Show Staff ‘What’s in it for them?’
Measures of Success

- 87% of FC staff reached Silver Status resulting in a 13% reduction in premium costs for 2018
- 30 mental health workshops to 5 departments
- 5 Sponsored Fitness Events
- Mayor’s Healthiest Workplace Award
- American Heart Association Early Adopter Award & Workplace Health Achievement Index
- Mother Friendly Workplace Designation
Employee Testimonial

Jerry Keisley
Lead Maintenance Staff

25 Years at Foundation Communities
Wellness in the Workplace

Mental Health in the Spotlight
3M Vision

3M Technology Advancing Every Company
3M Products Enhancing Every Home
3M Innovation Improving Every Life
3M is the place to be
- Inge Thulin
3M Supports many efforts

3M ranked no. 22 on Forbes’ 2017 list of “World's Most Reputable Companies”

3M ranked no. 23 on Fortune magazine’s 2017 list of the “World's Most Admired Companies” (no. 2 in the medical products and equipment industry)

- Sustainability - Not only EHS, but improvement in business, planet, and life.
- Supports Work/Life Balance
  - Alternative work schedules
  - Parental Leave

- Is one of the few organizations that still provides Employee Assistance. In the US, provides on-site Employee Assistance, Personal Consultation to Employees and their Dependents.
Programs that specifically support Wellness within 3M

Employee Assistance Program

Occupational Health Nurses

Fitness Center

Healthy Living Initiative

Employee Forums
Employee Assistance Program

Confidential Personal Consultations—On-site, face-to-face

Leader Consultations—On-site, face-to-face

Seminars—Wellness, Resiliency, Mental Health, Change, Communication, Parenting, Grief, Personal Improvement, Addiction, & Conflict Resolution.

Financial & Legal Consultation & Referrals

Child Care & Adult Care Consultation & Referrals

On-Line Resources—library of resources, seminars, articles

24/7 coverage
Occupational Health

- Health Promotion
  - Healthy Living Resource
- Disability Management
- Emergency First Response
- Worker’s Compensation
- Medical Surveillance
- Urgent Care
- Lactation Support

- Health Prevention Programs
  - CV Risk Reduction Program
  - Hypertension
  - Smoking Cessation
  - Migraine Management
Fitness Center

Gym

Offer variety of classes-yoga, bicycling, step….

Personal Training

Massage

Meditation Classes
Employee Forums

3M Club
A3ction
African American Network
GLBT+
HOLA Latino Network
Military Support Network
New Employee Opportunity Network
Women’s Leadership Forum
Healthy Living Resource Initiative

Team Members from:

OHN
EAP
Fitness
ERN
Employees

Provide incentives to Employees for a Healthier workforce, and for healthier individuals. Several of the options are for mental health and employee assistance-- both on-line options and for seeing the EAP professional.

Integrative Approach to supporting the Employee

Success is measured in our health care money spent, disability, injuries, and environmental protection
Seton Ascension
Well-being Program
Well-being Program Dimensions

- Spirituality/Emotional Health
- Clinical
- Education/Lifestyle
- Fitness
Clinical Component

- Annual Health Risk Questionnaire
- PCP designation
- Annual PCP visit
- Dental/Eye exams
Fitness Component

- Fitbit/Electronic Scale
- Trackers: Walking; running; cycling; weight
- Onsite exercise programs
- Access to onsite gyms
- Local gym discounts
- Community events
Education/Lifestyle Component

- Seton-sponsored programs: *Weigh to Health; Living Well with Diabetes; Asthma Education*
- **Super Food of the Month:** *Clinical Nutritionists - Cooking demonstrations; recipes*
- Farm to Work Program
- Onsite Lunch & Learns
- Online educational modules
- Access to community-based classes: *YMCA; Sustainable Foods*
- American Heart Association: *Check, Change & Control*
Spirituality/Emotional Health Component

- **Seton Cove Spirituality Center:** Variety of onsite services to promote spiritual and emotional health, including massage therapy
- **Worksite** Tranquility Rooms
- **Provider/Associate Care Team (PACT):** Emotional support for caregivers
- **Stress Management:** Meditation; Yoga/Tai Chi; Journaling
- **Participation in faith-based or spiritual community**
- **Employee Assistance Program (EAP):** Available 24/7
Excess Annual Medical Costs – Modifiable Risk Factors
(Annual costs based on Truven Health Analysis Study)
* High risk areas for Ascension Seton

Excess Annual Medical Costs

- *Emotional Health: $2,472
- Blood Sugar: $1,871
- Blood Pressure: $1,560
- *BMI/Weight: $1,235
- Exercise: $686
- Tobacco: $664
Seton’s Excess Annual Medical Costs – Modifiable Risks

Excess medical costs - Stress/Emotional Health, BMI/Weight, Tobacco Use
Employee Engagement

Seton Network Well-being Team
- Cross section of population
- Responsibilities include:
  - Execution and support of the program
  - Program promotion & associate motivation
  - Monitoring & evaluating wellness activities

Healthy Associates Committee
- Cross section of population
- Responsibilities include:
  - Grassroots movement - Communicating and promoting worksite well-being activities
  - Assessing the needs, interests and preference of associates
  - Implement site specific well-being activities

✓ Associates able to earn up to $400 - “Healthy Rewards”; deposited into health savings accounts

It Takes a Village
Updates & Closing

- **2018 ABGOH Member Survey**
  - Online survey was sent via email
  - Deadline to complete survey is **Friday, December 29th**
  - Your participation is greatly appreciated!

- **Next ABGOH meeting announcement via email**

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**HAPPY NEW YEAR 2018**