

How a **Humaculture**[®] Helps Improve Population Health and Outcomes

How can health and well-being

enhance the effectiveness of
investments and resources?



Situation

A 12,000-employee health system needed to develop an aggressive strategy to:

- Change employee behavior
- Streamline benefits
- Comply with the ACA, avoid penalties
- Advance its wellness program

Approach

Articulate a vision, develop a benefits architecture, and conduct modeling to:

- Leverage health system resources as an integral part of the program
- Garner greater participation in the institution's wellness initiatives
- Promote healthy behaviors and better consumer choices

Results Include

- 98% participation in health risk assessments, biometric screenings, and cotinine testing
- 75% of employees verifiably risk free on all six outcome measurements
- \$2.5M reduction in annual employer cost (drop in costs, which includes \$2M of incentive payments)
- \$2.0M reduction in annual employee cost
- A strategy to meet the coverage and affordability tests for all full time and applicable part time employees

WHEN THERE IS A WELL-ARTICULATED VISION FOR A **HUMACULTURE**[®]
AND REWARDS ARE ALIGNED TO NURTURE THE "PLANTS", THEY WILL THRIVE.

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How Humaculture[®] Can Employ Behavioral Principles to Improve Time Off and Leave Design

How can Humaculture[®]
employ behavioral principles
to improve time off and
leave design?



Situation

- A top ranked private university with 2,000 faculty and staff experienced significant use and abuse of sick leave
- Existing programs were complex, promoted entitlement
- Faced \$6M annual cost and \$5M in liability

Approach

Redesigned leave and disability programs to:

- Fit desired employee value proposition
- Drive accountability and workplace behaviors
- Simplify programs and administration

Results Include

- **An improved workplace culture**
- **Improved manager toolbox**
- **Drastic Improvement in relationship between employee and manager**
- **More accountable and reliable workforce as measured by:**
 - 52% reduction in unscheduled absence
 - 72% reduction in extended absence
- **With additional value of improved employee relations as measured by:**
 - 95% reduction in related employee relations issues
 - 29% reduction in high performer turnover and
 - 36% increased low performer turnover

**THE PTO PROGRAM PRODUCED
AN ACCOUNTABLE WORKFORCE, WHICH WAS MORE ATTRACTIVE TO HIGH
PERFORMING FACULTY AND STAFF WHO VALUED RELIABLE SUPPORT.**

How Humaculture[®] Enhances the Effectiveness of Health & Well-being Investments and Resources

What is the role of health and well-being in achieving a Humaculture[®]?



Situation

An education institution faced:

- \$4M (15%) annual health care budget shortfall
- Significant institutional short- and long-term budget constraints
- Resistance to any benefit reduction or contribution increases

Approach

- Listen to committee
- Facilitate a shared vision with buy-in from diverse stakeholders, including skeptical faculty
- Develop a strategy and plan to minimize future cost increases

Results Include

- Minimal university budget increase
- Benefits better aligned with organizational vision and mission
- Faculty and staff were given the opportunity to maintain current contribution levels
- Achieved 80% to 90% participation in wellness programs for 4 years
- Actual cost, including incentives, came in under budget
- Significant energy and enthusiasm for the initiative across the workforce
- Peer recognition for its healthy culture