

10 Strategies to Improve Health, Performance and the Bottom Line

The best way to a healthier employee base is by strategically positioning wellness programs, policies and incentives. Dr. David Chenoweth, an international expert in worksite health promotion and econometric data analysis, outlines strategies in "Promoting Employee Well-Being," an exclusive report of the Society for Human Resource Management (SHRM) Foundation's Effective Practice Guidelines Series.

His 10 strategies to improving health, performance and the bottom line ...

1. Adding up the Equation

Understanding employee risk factors and associated health care costs is an essential step.

2. Calculating Health and Work Behavior Influences on Organizational Performance

Absenteeism and presenteeism make up a large portion of overall employee costs, and may be influenced through interventions.

3. Understanding Worksite Culture and Environment

Designing an effective wellness program is dependent on knowing an organization's culture and the variables that predict behavior change.

4. Developing a Health and Work Behavior Plan

Virtually all organizations have some type of health and work behavior issue that can be improved with the right planning, implementation and maintenance.

5. Building Healthy Organizational Cultures

Transforming a company so that it is focused on health promotion requires a combination of initiatives.

6. Practical Strategies for a Healthy Workplace

Though every organization is unique, low-cost strategies exist for those wanting to move toward a healthier workplace.

7. Creating Health and Work Behavior Policies

Assess your company's health and work behavior policies, and identify what's working and what's not.

8. Work Site Wellness Programming

Wellness programs must be created with employees' needs and interests in mind.

9. Engaging and Motivating Employees to Act

Three wellness program factors were found to be significant predictors of high employee engagement, according to a survey of human resource leaders.

10. Integrating Efforts to Drive Health Management Outcomes

High-performing programs result when wellness is incorporated into a company's operating strategy and aligned with the organizational culture.

Learn more about his 10 strategies:

- Join Dr. Chenoweth for a [free webinar](#) on Wednesday, **Oct. 19 from** 12:30 to 1:15 p.m. EST. He has designed health and productivity management programs, policies, tools and incentive strategies for the public and private sectors
- Enroll in BWI's online [Health Promotion Coordinator Certification](#) and receive Dr. Chenoweth's complete SHRM report on "Promoting Employee Well-Being" and these strategies. The course provides CEUs through HRCI/SHRM.