

Value

Culture of Health

Wellbeing impacts that transcend workplaces



Bringing Objectivity Into Workplace Cultures of Health

For decades, everyone from SHRM to Gallop to Dan Pink has connected workforce health to business outcomes.

Companies that cultivate transparent and authentic leadership along with healthy-based workforce environments that support individual choice and autonomy are achieving measured wellbeing impacts.

Workplace cultures of health are often heralded as an employer best practices, but what this exactly means and how to get it is less defined and more subjective.

As a central force behind emerging health information technology and data-driven wellbeing innovation, Wellvation collaborates with our clients to objectively define, track, and accelerate their workplace culture of health.

Wellvation automates and personalizes wellbeing programming to increase participants' lifestyle choice understandings, skills, and confidence.

When participants are able to activate this learning, they gain the ability to take ownership of their wellbeing and a shared, workplace culture of health develops.



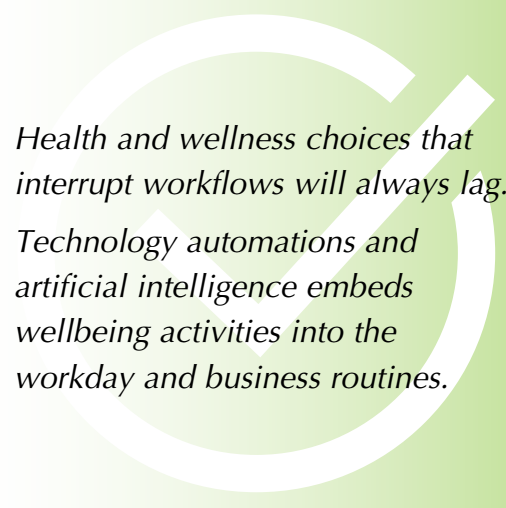
What is a Culture of Health?

The culture of an organization is the sum of the employees attitudes, norms, and values. It is “the way we do things around here,” and is heavily influenced by leadership, business processes, and the workplace environment. These influences can either work together to support employees to be their best-generating drive, commitment, loyalty, and longevity – or they can promote distrust and disengagement which distracts from growth.

Having a culture of health means developing an embedded, transparent, well-communicated, and insight-driven business process that fosters shared sets of:

- strong values that prioritize wellbeing and health
- positive, strength-based attitudes and perceptions towards health rooted in scientific understandings and growth mindsets
- daily practices, habits, and lifestyle choices that don't just reduce disease but nurture wellbeing

By the very word, cultures are ‘cultivated’ by leadership. But they absolutely require employee buy-in to take root and grow. To begin, Wellvation collaborates with organizations to personalize both the administration and each participant’s wellbeing experience to drive engagement and accelerate cultures.



Health and wellness choices that interrupt workflows will always lag.

Technology automations and artificial intelligence embeds wellbeing activities into the workday and business routines.

Organizations with High Functioning Cultures of Health Find

- 27% report reductions in sick leave and absenteeism
- 26% reduced healthcare costs
- 32% reduced workers’ compensation and disability management cost claims

Larry Chapman, “Meta Evaluations of Worksite Health Promotion Economic Return Studies” (Art of Health Promotion, July/August, 2005)

Personalization

Personalization links actions to intrinsic motivations, accelerating participants' ability to take ownership over their wellbeing.

By collaborating with organizations to automate workflows creating user-first experiences, Wellvation connects new health understandings with personal experiences to create meaning.

This cognitive learning method is a key component to faster activation (the ability to use new information to make new choices) and sustaining behavior change.

As participants learn, Wellvation's artificial intelligence platform ManageWell adapts each participant's program challenges, incentives, and health content to maintain relevancy, continue engagement, and push forward goals.

PERSONALIZATION

 *drives engagement.*

ENGAGEMENT

 *creates ownership.*

OWNERSHIP

 *is a culture of health.*

Engagement

True wellbeing engagement is when participants have the skills to actively manage their health on their own which makes participation a lagging indicator.

At it's core, engagement is actually ownership, but a person's ability to take ownership requires a robust set of skills and internal motivations to gain control over the choice making influences of subconscious habits, impulse control and delayed gratification.

To get there, Wellvation personalizes each participant's wellbeing experience with a series of meaningful mini-challenges that develop understandings, skills, and confidence. It's a journey that builds whole-self health improvements. By developing intrinsic motivations, Wellvation cultivates an innate sense of wellbeing ownership that leaves no employee behind.

With ManageWell's analytics, wellbeing coordinators and leadership have access to real-time process indicators such as changes in attitudes, perceptions, and motivations as well as changes in health status, engagement, and incentive fulfillments for enterprise optimization.

Engagement is not participation.

It's ownership.



Creating Cultures of Health

With employees spending one third of their waking hours at the workplace, work environments and practices greatly influence lifestyles and health status.

This is why wellbeing programming needs to be more than a plan to curb health care costs.

Programming is most influential when it is viewed as an investment in the abilities, loyalties, and longevity of the workforce.

To transcend programming into highly functional cultures of health that achieve business goals, Wellvation delivers on four distinct strategies

Highly functional cultures aren't happy accidents. They are intentional, focused, and tracked.

To succeed, Wellvation delivers on four distinct strategies

- Trust
- Commitment
- Shared Responsibility
- Visible participation

Trust

Employees must trust that leadership places a high priority on health and that they have the ability to execute meaningful wellbeing programming. Wellvation works with senior leadership to actively demonstrate their own values and attitudes among the workforce.

Commitment

Employees need to see that wellbeing efforts are not here today, gone tomorrow. Wellvation works with leadership to align employee communications and experiences by using population insights to develop whole-enterprise initiatives. When employees hear frequent and consistent nutrition messages and the onsite cafeteria pricing encourages these food choices, employees make change.

Shared Responsibility

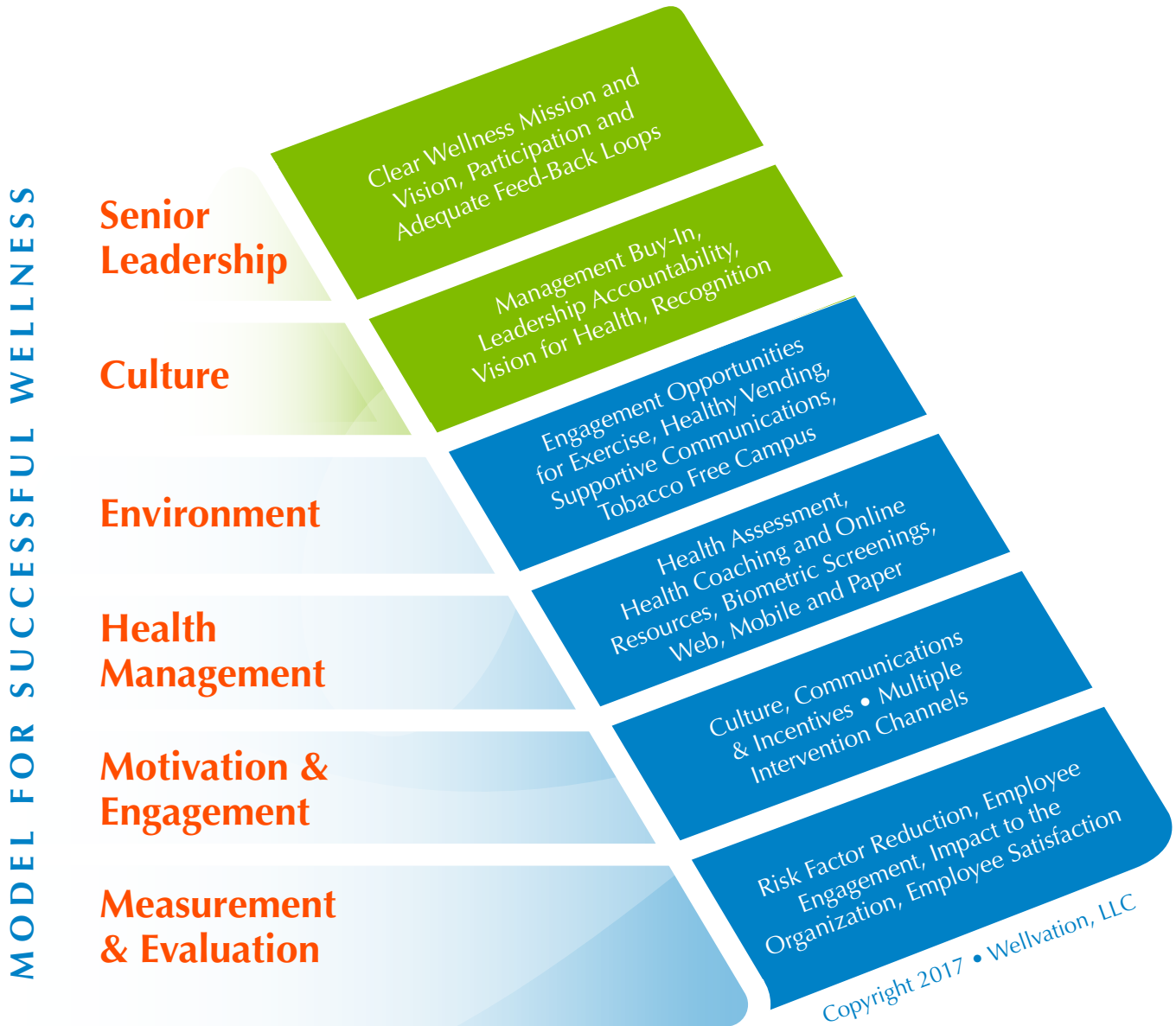
Cultures are shared responsibilities that goes far beyond a small group of decision makers. Wellvation works with leadership to widely communicate program visions, mission, goals, and messages throughout the organization to cultivate buy-in and ownership with every employee at every level.

Visible Participation

What leaders do and what they say must align for employees to take ownership. Wellvation works with leaders to demonstrate powerful role model messages that champion wellbeing.

Wellvation

Wellvation utilizes a proven framework to align strategy with business purpose and goals. The framework with overarching principles, tactics and resources embed a high performing culture within organizations of any scale.



Wellvation delivers change management solutions that enable our clients to solve critical wellbeing transformations and create value within their organizations.

Wellvation's highly collaborative design, problem-solving approach, and data-driven process maximizes customers' control over programming and automation development to accelerate big organizational visions.

Wellvation is an adaptive wellbeing technology company for employers looking to accelerate health improvements and cultures.

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