

The American Heart Association Scientific Sessions 2016

Being Strategic and Employee Centered in Supporting Small and Mid-Sized Healthy Workplaces

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A proposed AHA “Hoshin” Stretch Goal

The American Heart Association, HERO and select companies are featured in the **Dec. 2020 cover of Time Magazine!**

What is the short title of the Feature?



How can we increase small employer use of evidence-based best practices?

Improve quality in:

- **Strategic Planning**
- Participation
- Measurement and evaluation
- Family offerings
- Organizational and Cultural Support



HERO Scorecard Trends

Tracking Specific Measures

| | Jan 2015 | March 2015 | June 2015 | Sept 2015 | Dec 2015 | March 2016 |
|--|----------|------------|-----------|-----------|----------|------------|
| Number of Organizations* | 148 | 209 | 291 | 359 | 396 | 480 |
| Key components of program are offered to spouses/domestic partners | 69% | 69% | 71% | 69% | 70% | 70% |
| Key components of program are offered to dependents other than spouses or dependent partners | 38% | 43% | 44% | 45% | 45% | 47% |
| Report significant improvement in health has been demonstrated | NA | 15% | 16% | NA | 14% | 13% |

While overall and domain scores are relatively stable, prevalence of specific practices appear to be more sensitive.

*Based on quarterly HERO Scorecard Benchmark Reports, number of responses to specific questions varies



HERO Scorecard Trends

Overall and by Domain

| | Jan 2015 Score | March 2015 Score | June 2015 Score | Sept 2015 Score | Dec 2015 Score | March 2016 Score | Max Possible Score |
|-----------------------------|----------------------|------------------------|-----------------------|-----------------------|----------------------|------------------------|--------------------------|
| Number of Organizations | 148 | 209 | 291 | 359 | 396 | 480 | |
| Overall Best Practice Score | 89 | 91 | 91 | 91 | 91 | 91 | 200 |
| Strategic Planning | 10 | 10 | 10 | 10 | 10 | 10 | 20 |
| Org'l & Cultural Support | 23 | 23 | 24 | 23 | 23 | 24 | 50 |
| Programs | 22 | 22 | 22 | 22 | 22 | 22 | 40 |
| Program Integration | 5 | 5 | 5 | 5 | 5 | 5 | 16 |
| Participation Strategies | 21 | 21 | 22 | 22 | 22 | 22 | 50 |
| Measurement & Evaluation | 8 | 9 | 9 | 9 | 9 | 9 | 24 |

Based on quarterly HERO Scorecard Benchmark Reports



HERO Culture Committee

Research Question:

What is the evidence base for critical elements of a healthy workplace culture?

- Inclusion Criteria:
 - Conducted in a worksite setting
 - Implemented or evaluated a culture element
 - Reported health, well-being, or safety outcomes



Top 10 COH Elements

| Culture Element | # Studies | # Research Reviews |
|---|-----------|--------------------|
| Built Environment | 34 | 5 |
| Policies & Procedures | 31 | 2 |
| Communications | 28 | 3 |
| Training & Learning | 25 | 2 |
| Employee Involvement/Empowerment | 24 | 1 |
| Executive Leadership | 21 | 2 |
| Organizational Resource Allocation & Commitment | 19 | 1 |
| Metrics & Measurement | 17 | 1 |
| Rewards & Recognition | 13 | 1 |
| Norms | 13 | 0 |

Total # Standard Studies = 96

Total # of Research Reviews = 7



TO GOOD HEALTH

| Healthy Eating | | Physical Activity | |
|-----------------------|---|-----------------------|---|
| Environment | <ul style="list-style-type: none"> Vending Healthy snack station creation Cafeteria improvements Meetings and events | Environment | <ul style="list-style-type: none"> Walking meetings, mapped walking routes Bike racks / showers / lockers Physical activity room/space |
| Policy | <ul style="list-style-type: none"> Policy that sustains the improvements | Policy | <ul style="list-style-type: none"> Employees can combine breaks for PA time Dress code Walking meetings Work accommodations that support PA |
| Systems | <ul style="list-style-type: none"> RFP services for vending Quality assurance practices for vending Catering guide Management of healthy snack station Labeling and signage Managers are trained on how to support all elements | Systems | <ul style="list-style-type: none"> Trainings for managers to develop flexible schedules to accommodate PA at work Walking meetings framework, active transportation |
| Social Support | <ul style="list-style-type: none"> Taste testing Employee survey Lunch and learns | Social Support | <ul style="list-style-type: none"> Walking clubs Stretch breaks Exercise classes Employee survey |

| Tobacco Use & Exposure | | Breastfeeding Support | |
|------------------------|--|-----------------------|---|
| Environment | <ul style="list-style-type: none"> Completely tobacco-free worksite | E | <ul style="list-style-type: none"> Lactation room: Locks from inside, chair, table, breast pump, electrical outlet, clean, near water source, place to store milk |
| Policy | <ul style="list-style-type: none"> Tobacco-free worksite policy | P | <ul style="list-style-type: none"> Breastfeeding support policy (includes lactation room) FMLA leave considerations Flexibility for time needed to express milk Management role in supporting new mom |
| Systems | <ul style="list-style-type: none"> Free quit medications Pharmacy benefit fully covers over-the-counter (OTC) quit medications and prescription quit meds with no (or minimal) copay or deductible Managers are trained on how to support policy and promote quit resources | S | <ul style="list-style-type: none"> Training for management staff is developed and implemented |
| Social Support | <ul style="list-style-type: none"> Tailored tobacco-cessation program Through health plan or QUITPLAN® Services (uninsured and underinsured Minnesotans) | SS | <ul style="list-style-type: none"> Ongoing nursing mother's support group |



The State of Culture of Health Research

- ❑ The majority of scientific support is observational & correlational
- ❑ 65% of conclusion sections reported positive associations
- ❑ Prevalent themes - leadership support & policy change influence culture and productivity
- ❑ Most commonly reported health & safety outcomes:
 - ❑ Self-reported health risks (17)
 - ❑ Safety (15)
 - ❑ Mental well-being/stress (10)
 - ❑ Work satisfaction (9)
 - ❑ Absence/disability/sick leave (8)
 - ❑ Others: costs, perceived support, food access, biometrics, engagement, intellectual capital
- ❑ A small number of studies were culture-focused interventions
- ❑ Most metrics & study outcomes related to individual health. Only a few collected data on changes in organizational culture elements.



December 2020

AHA Leads in

Employee Centered Health and Well-being.

