



Wellness at Work: Educating, Engaging and Empowering Employees

Janan Hay, City of Dublin Wellness and Benefits
Coordinator



EVERYTHING GROWS HERE.

Healthy by Choice Program Vision



Experience Wellness

Physical	Mental & Emotional	Social Development	Professional Development
<ul style="list-style-type: none"> -Employee only fitness & yoga -Walking groups -Onsite building fitness rooms -Stretching program -Onsite cooking classes -WW reimbursement program -Discounted meal subscriptions 	<ul style="list-style-type: none"> -Stress reduction -Mindfulness workshops -Small group discussions -Campaigns -Mental health first aid 	<ul style="list-style-type: none"> -Employee appreciation events -Food bar gatherings -Seasonally themed potlucks -Team challenges -Work group led nature walks. -Inclusive Wellness Initiatives 	<ul style="list-style-type: none"> -Online materials -Expert talks -Personality and strengths assessment tools -Professional development training coaching





July 2023 Wellness Survey Highlights

Survey Highlights:

- **87%** like the opportunity available to participate in the Healthy by Choice Wellness program
- **70%** believe our wellness package is good by industry standards
- **70%** are satisfied with the HBC Premium Waiver Program
- **63%** find knowing their biometric numbers valuable





Overview

The evolution of the City of Dublin's Healthy by Choice Wellness Program has been fueled by the support of the City Manager and Senior Leadership team to:

Engage employees and spouses in their health

Educate through innovative resources and opportunities

Empower them to be steward's of their own health



Wellness Framework



Success

- 75.3 % Health Activation Index
- 88.8% of continuously enrolled members improved or maintained their health
- 99.3% network utilization
- 81% of employees feel the culture supports health and wellbeing
- 87% are motivated by their work
- 95% are proud of their work



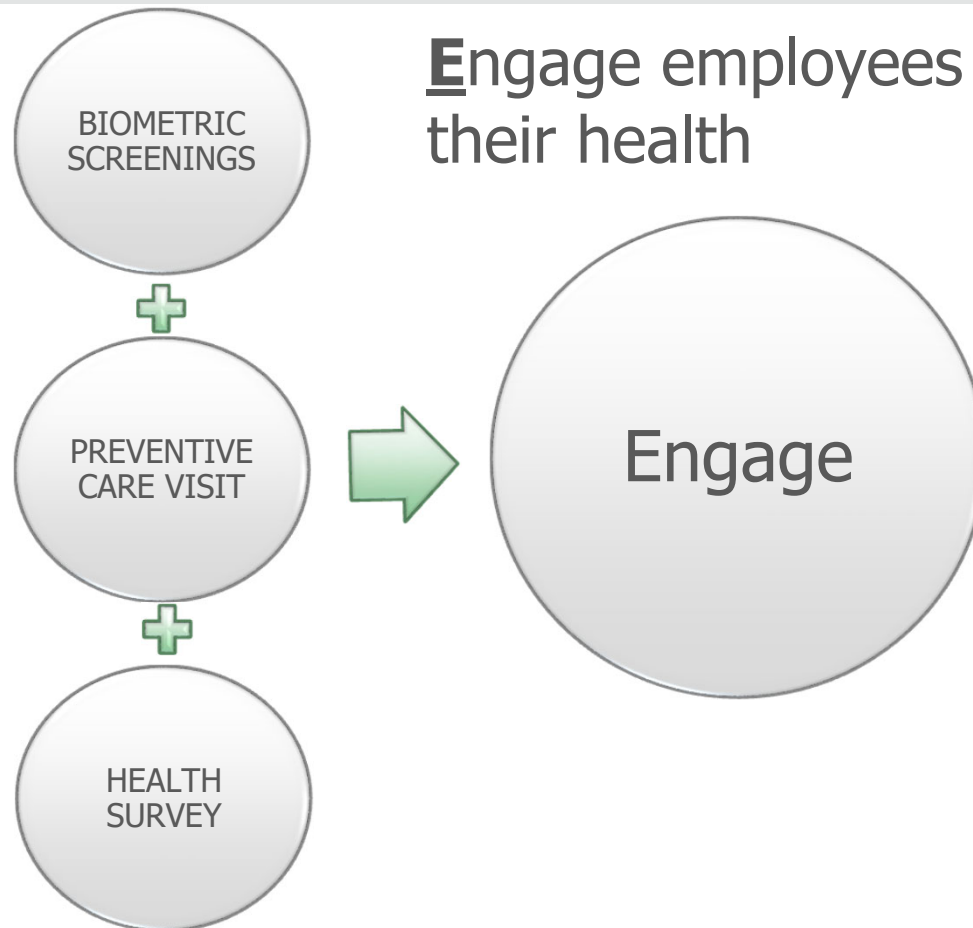
Why Engage

KEY POINTS

- A wellness activity at work may be engaging without being valuable if it isn't connected to what an employee wants to know.
- Employees who are cognitively engaged are motivated by a desire to figure things out.
- Employees may participate in wellness initiatives, but often without the genuine enthusiasm and curiosity that promote cognitive engagement.



Engage



Engage employees and spouses in their health



Educate

THE GREAT AIM OF
EDUCATION IS NOT
KNOWLEDGE BUT
ACTION.

-Herbert Spencer

TELL ME AND I
FORGET. TEACH ME AND
I REMEMBER. INVOLVE
ME AND I LEARN.

-Benjamin Franklin



Educate

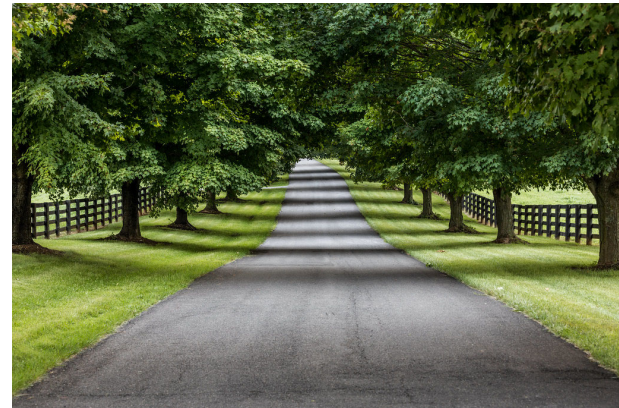


Reflection:

1. I am inspired to explore a variety of stimulating, innovative, and creative activities.
2. I regularly engage in interesting and stimulating learning opportunities.
3. I take regular breaks and am committed to relaxation as a way to recharge my brain.

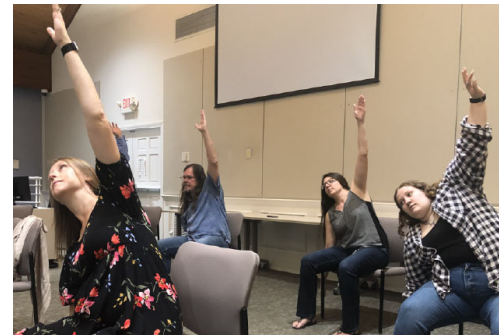


Wellness Campaigns



Employee Movement Opportunities

- Summer Employee Small Group Fitness +Yoga
- City Building fitness rooms
- Group energizer sessions
- City Building walking paths
- Stretching Program



Educate

Preventive Visit Highlights

- **93%** completed an adult preventive visit (28% above the United Healthcare book of business)
- **81%** completed a breast cancer screening (United Healthcare book of business= 78%)
- **68%** completed a colon cancer screening (United Healthcare's book of business= 51%)
- **82%** completed a cervical cancer screening (11% above United Healthcare's book of business)





Empower



EVERYTHING GROWS HERE.

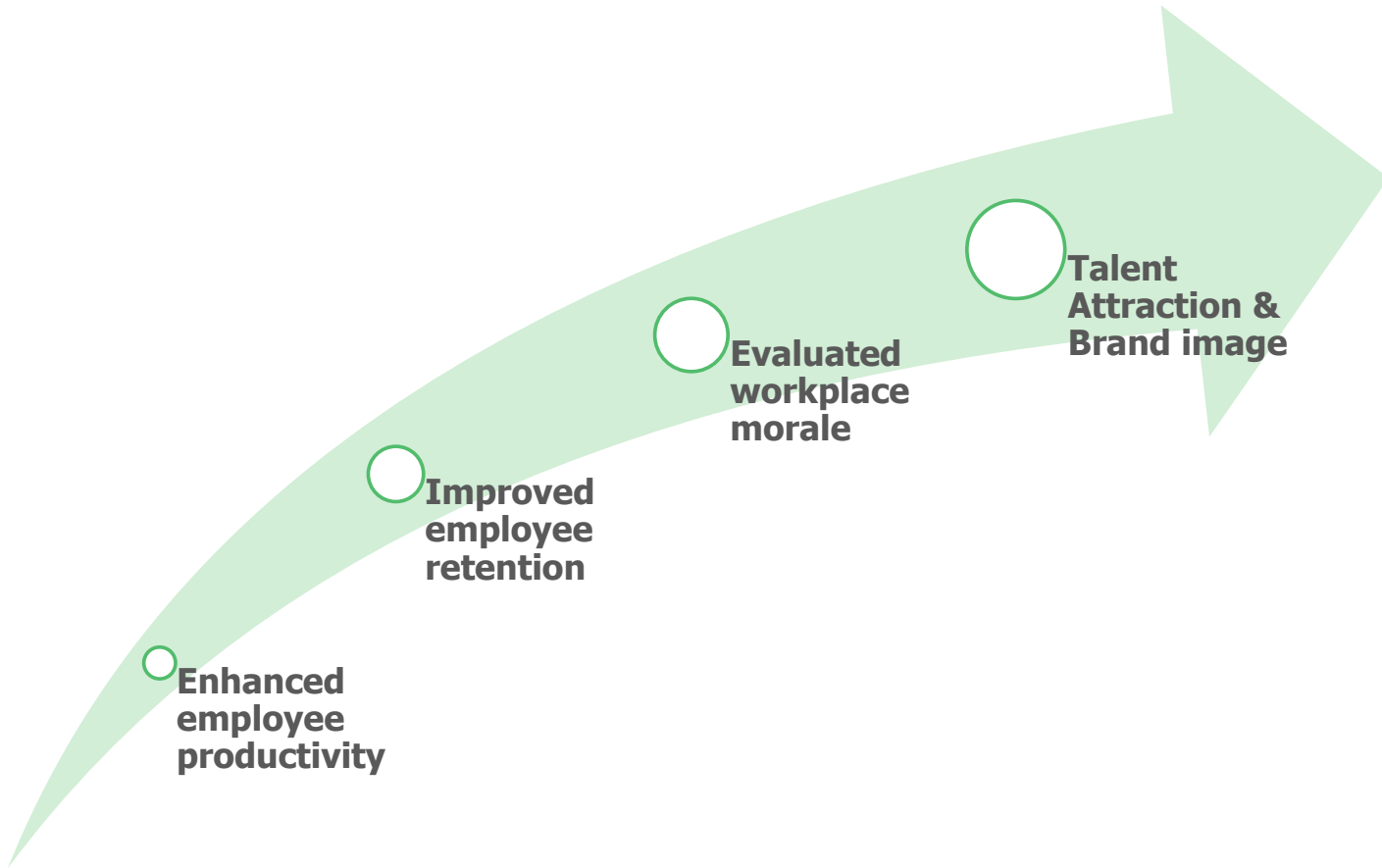
Navigating Challenges

Challenges in Communication & Engagement:

- ✓ Fragmented communication
- ✓ Pacing of work tempo
- ✓ Resistance to change





Value-Based Financial Benefits



Your Wellness Program - Takeaways and Action!

Call to Action:

 **Summarize:** Reflect on key insights from the seminar and identify personalized takeaways.

 **Implement:** Put your newfound knowledge into action to enhance your well-being journey.

Share: Spread the benefits by discussing your experience and encouraging others to join the wellness movement.

Your commitment drives the success of this program. Start now – your well-being matters!





HYLANT

Ohio Healthiest Employers

Best-in-Class Wellness Programs

Platinum Award Winner

August 29, 2023

Annual Ohio Employee Health & Wellness Conference



Hylant

Health Strategies



Emily Kral
*Senior Health Strategist
Toledo, OH*

Experience

- » Medical billing
- » Case Management
- » Health Insurance

Licenses

- » Life & Health Insurance
- » Mental Health First Aid

Specializes

- » Health Promotion & Education
- » Employee Engagement
- » Corporate Well-being Strategy



Kaylee Greentree
*Health Strategist
Columbus, OH*

Experience

- » Clinical Nutrition
- » Employee Well-being
- » Health Insurance

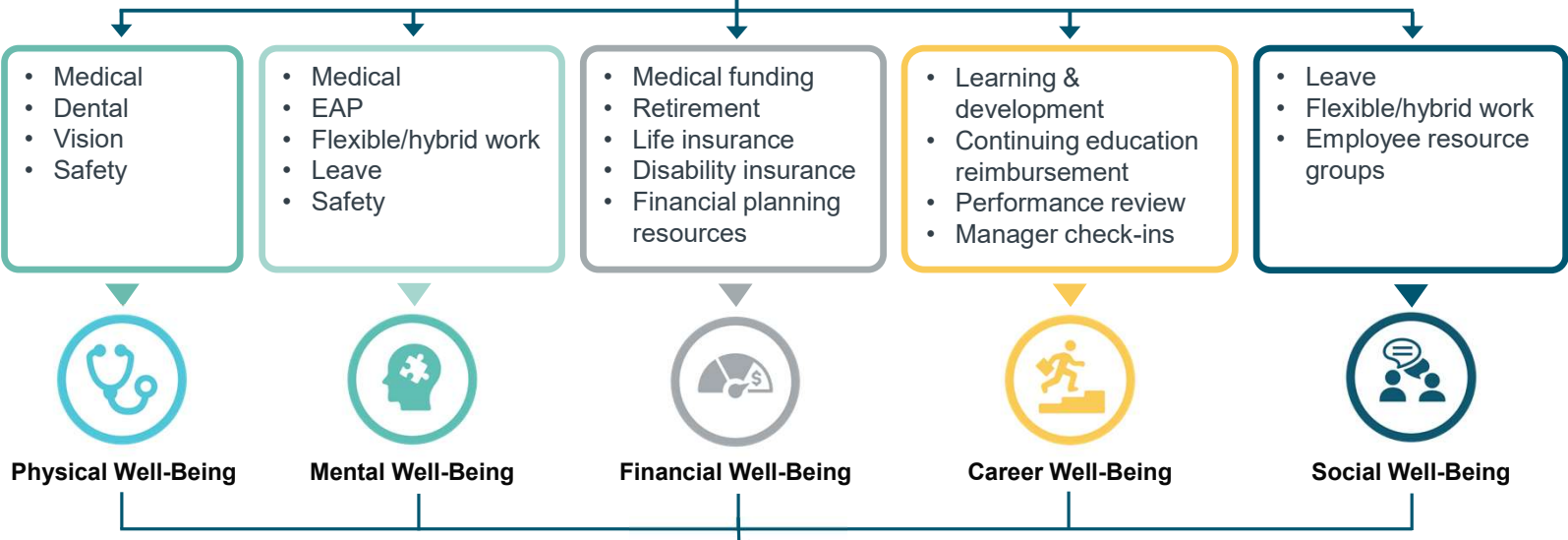
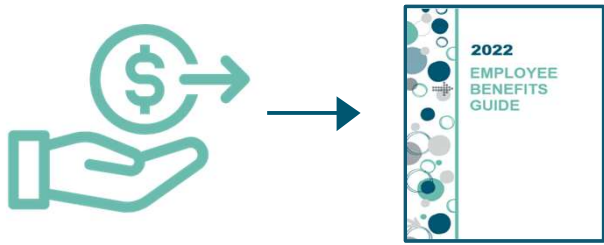
Licenses

- » Dietitian & Nutritionist
- » Life & Health Insurance
- » Mental Health First Aid

Specializes

- » Health Promotion & Education
- » Employee Engagement
- » Corporate Well-being Strategy

Employee Benefits = Employee Well-Being



Maximize and tailor your employee benefits spend

Comprehensive benefits strategy

Engaged, satisfied, and productive workforce
(retention/recruitment)

Presented by Hylant | 3

STRATEGIC AND CUSTOMIZED APPROACH

- Develop a customized strategy that targets any or all dimensions of employee well-being
- Ensure alignment between business priorities, benefit and well-being strategies
- Use available data sources to analyze population's needs and potential solutions
- Help our clients build a supportive culture of health and safety at the worksite
- Identify key metrics and ensure data is available to measure success



Health & Well-Being
SOLUTIONS

Mental | Social | Physical | Financial | Career

HEALTH & WELL-BEING BY DESIGN



Hylant has developed a unique process for helping our clients create a customized well-being strategy to impact the health of the organization. We believe a focus on health and well-being is key to engaging employees and their family members to thrive both personally and professionally.

HEALTH & WELL-BEING BY DESIGN



DETERMINE

Identify business goals around employee health, safety, and well-being; determine how that fits into the organizational culture



WELL-BEING STRATEGY PERSONAS

- To help identify the organizations well-being persona and readiness, we have created a unique tool to guide conversations with key leaders in a company.
 - This involves questions that explore the organizational approach to well-being and understand what success metrics they value most when it comes to well-being initiatives.
 - Results from this discovery process helps us provide the best recommendations for a well-being strategy that aligns with the company.



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HEALTH & WELL-BEING BY DESIGN



EVALUTE

Gather pertinent data and determine insights that will inform programming and strategies going forward.

STRATEGIZE

Help build your strategic health, safety, and well-being strategy by outlining meaningful success factors, tactics, appropriate partnerships and timelines.



HEALTH & WELL-BEING BY DESIGN



INTEGRATE

Support the implementation of the well-being strategy and ongoing initiatives.

GO

Implement programming, strategies, and communications.



HEALTH & WELL-BEING BY DESIGN



NOTE

Evaluate and refine the strategy over time. Consider what was successful, what could be done better, and what we'd like to change. Communicate the outcomes and impact.



HYLANT'S STORY



Culture Driven

Emphasizes creating a healthy work environment and culture where employees can thrive

WHERE WE STARTED

- 2018: from biometrics to preventive care
 - Overhauled our 10+ year program.
- Our knowledge and experience in the industry guided us
 - We saw the value in each person establishing a relationship with their primary care physician.
 - We saw the value in connecting employees across our footprint with a new wellness platform.
 - We felt a drive to focus on the whole person with a more holistic approach.

HYLANT | STRENGTH of *Self*



PHYSICAL
WELL-BEING



MENTAL
WELL-BEING



SOCIAL
WELL-BEING



FINANCIAL
WELL-BEING



CAREER
WELL-BEING

WHAT WE DID NEXT

- **Determine:** Developed a team consisting of different levels of leadership from various departments
- **Evaluate:** Deployed an employee well-being needs and interest survey
 - Included benefits satisfaction
- **Strategize:** Finalized decision to transition to a preventive care campaign
 - Incentivize employees for completing their annual wellness exam with PCP
 - Decided to include spouses in our well-being program
 - Decided to remove our tobacco surcharge
- **Integrate:** Began extensive search for a new wellness vendor who would better align with our values and goals
 - Aduro was selected

HYLANT | STRENGTH of Self



HOW WE DID IT

- **Go:** We created a diverse network of well-being champions across our 20+ offices
 - Included people from all departments across the organization in all offices
 - Launched a monthly “well-being update” communication to focus on a well-being topic each month and integrate with our benefits
 - Selected vendor partners that aligned with our organizational values and met the needs identified in our survey and from other feedback
- **Note:** Continue to evaluate and evolve

HYLANT | STRENGTH of Self



WHAT WE LEARNED

- Here's what we would do again...
 - Have a diverse team from across the organization to be part of the decision making
 - Spend time and attention cultivating our well-being champion network across our footprint
 - Gather and examine employee feedback
 - Develop and grow our communications strategy
- Here's what we would avoid the next time around...
 - The time period it took for us to evolve and make changes (10+ years)
 - Missing the importance of managers and their role in employee well-being



TRENDS WE ARE SEEING IN THE INDUSTRY

- PUMP Act and Pregnant Workers Fairness Act (PWFA)
 - We have taken steps to provide a comfortable, private space at each of our 20+ locations
- Hybrid workplace and work-life integration
 - Work and life can more easily flow into one another in the hybrid world – this impacts well-being
- Manager trainings and increased learning and development opportunities with HR collaboration
 - Mental Health First Aid, Leading for Well-being
- Parental leave policies
 - Hylant expanded ours in 2022
- Mental health and social connection
 - U.S. Surgeon General issued advisory in fall 2022 on loneliness epidemic



BEST PRACTICES FOR THE MANUFACTURING INDUSTRY

- Take onsite health screenings to the next level
- Utilize communications that reach home to spouses and dependents
- Incentivize preventive care visits
- Collaboration between committees (i.e., wellness and safety)
- Provide regular health promotion campaigns
- Assess the work environment; improve breakrooms and common spaces
- Consider pros and cons of challenges in line with worksite safety (i.e., wearables/trackers versus self-report)
- Assess barriers to well-being
- Assess needs and social determinants of health (SDOH)



Thank you!



Health & Well-Being
SOLUTIONS

Mental | Social | Physical | Financial | Career

CONNECT WITH US

Hylant.com



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 SCAN ME

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Biographical Information

Janan M. Hay
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Janan Hay brings over 13 years of wellness expertise and more than two decades as a seasoned dietitian to her role as the City of Dublin's Wellness & Benefits Coordinator. Her holistic approach to wellness is a reflection of her commitment to both her family—three children and a supportive husband—and her passion for guiding individuals toward healthier lifestyles. Janan's comprehensive experience empowers her to create impactful wellness programs that resonate on a personal level, making her a valuable asset to the promotion of health and well-being.



EMILY KRAL

*Health Strategist
Employee Benefits*

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EDUCATION AND ACCREDITATIONS

Emily earned her bachelor’s degree in health services administration with a concentration in information systems management and a minor in business from Xavier University in Cincinnati, Ohio.

EMILY KRAL

Health Strategist

Although relatively new to the insurance industry, Emily works with clients on strategy for their wellness program and provides insight and resources for program development. She uses her diverse experience in the healthcare industry to help each client customize the wellness program that will best serve their employees.

Emily is currently a member of the Healthy Business Council of Ohio (HBOC), WELCOA, Women’s Initiative of the United Way, Emerging Leaders of the United Way, and the Getting to 1 Coalition.

PROFESSIONAL HIGHLIGHTS

- Employer Wellness Compliance
- Health Insurance
- Worksite Health Strategy
- Community Health
- Health Promotion and Education
- Project Management



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**EDUCATION AND
ACCREDITATIONS**

Kaylee earned a bachelor’s degree in medical dietetics at Ohio State University. She is also a licensed and registered dietitian and holds a license in Life & Health Insurance.

KAYLEE GREENTREE

Health Strategist

As a Health Strategist, Kaylee supports our clients in designing, implementing and maintaining their health and well-being strategies that provide a supportive environment in the workplace and improve the lives of the employees. With her skills, Kaylee helps organizations improve utilization of the benefits they offer and identify solutions to dimensions of wellness that there may be a void at the worksite.

Prior to Hylant, Kaylee worked at Aetna, a CVS Health Company as the onsite health coach where she had the opportunity to coordinate and engage employees with their health and wellness benefits. At Hylant, she enjoys working directly with the specific needs of our clients and a variety of vendors and resources to help them find the best fit for their organization.

PROFESSIONAL HIGHLIGHTS

- Corporate Well-Being Strategy
- Employee Engagement
- Health Insurance
- Project Management
- Health Promotion and Education