

Improving the Employee Value Proposition in a Multi-Segmented Organization

A rapidly growing, multi-segmented business wanted to add value to employees, increase their competitive advantage in retaining valuable skilled and talented workforce and help their members improve their health.

Because their individual business units had their own leadership, multiple health carriers, union/nonunion, worksite health management needs and diverse employee populations they needed an integrative wellbeing solution with flexibility and customizations to meet their needs.

Wellvation strength is to build an end-to-end cohesive overall EVP wellbeing strategy across all segmented units that aligned with corporate goals. The high-performing adaptive wellbeing technology of ManageWell accelerate health improvements and cultures.

OBJECTIVES

1. Provide employees and their families with an inclusive and engaging wellbeing experience.
2. Attract and retain valued talent.
3. Allow each business segment to operate independent and congruent corporate-wide wellbeing events and challenges.
4. Create healthy, productive work environments that connect to leadership, managers and supervisors.
5. Reduce and improve employer/employee healthcare costs.

METHODS

Wellvation Activated ManageWell

Customized an administrative portal, with privacy protected sub-portal sites for each business unit.

- ManageWell incorporates the extraordinary Mayo Clinic medical expertise with industry-leading outcomes using AI technology to automate highly-personalized experiences.
- Analyzed each business units' health risks, perceptions, and targeted biggest needs
- Promoted, enrolled, managed, incentivized and measured site-specific dashboards, reports, communication year-round both site-specific and corporate worksite challenges & activities

The company continued to improve health equity and culture of health benchmarks while acquiring 5 new business units over the course of 6 years

Aligned each business units' wellbeing program with their parent company's broader strategy

Empowered and improved engagement, connectivity and culture of health throughout each business unit

Wellbeing programming specifically personalized and executed to meet the diverse needs of each individual business unit and each individual employee.

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Corporate-Wide Programs:

Health Risk Assessment

Biometric Screening

Non-Tobacco Certification

Routine Health Physicals

Preventative Health Screenings

Mayo Clinic Health Resources & Tools

Worksite Business Segment Programs:

Nutrition Programs

Activity | Fitness Challenges & Events

Stress & Resiliency

Weight Management

Sleeps & Relaxation

Culture of Health Activity & Events

Giving Back | Community Events
