



# Get Fit Kauai

## Building and Sustaining a Culture of Wellness at the Workplace

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# Cleveland Clinic Wellness Overview

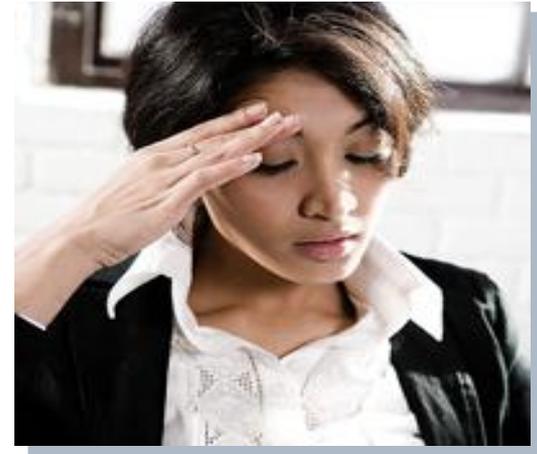


- **IMPORTANCE FOR SOCIETY AND COMPETITIVENESS**
- **FOCUS ON THE BIG 4**
- **WORKPLACE WELLNESS TRENDS – THEN, NOW, TOMORROW**
- **STEPS TOWARDS BUILDING A CULTURE OF WELLNESS**

# Focus Where It Matters – Educate & Enable Change



**Nutrition**



**Stress**



**Physical  
Activity**



**Tobacco**



# How This Impacts Employers



**Big 4 Cause 75% of  
Chronic Disease**

**And Chronic Disease Causes:**

- 81% of all hospital admissions**
- 91% of all prescriptions**
- 76% of all physician office visits**
- At an average cost of \$9,032/year**

# Evolution of Workplace Wellness

## Health & Disability

- ✓ Managed Health Care
- ✓ Health becomes public concern
  - Health Appraisals
  - Smoking is unhealthy
  - National health initiatives
- ✓ Legalistic disability adjudication system
- ✓ Fraud identification
- ✓ Self-care books emerge
- ✓ Worksite programs launch
  - Fitness centers
  - Chronic illness programs
- ✓ Workers' comp reform

## Integrated Wellness

- ✓ Consumerism Focus
- ✓ Presenteeism emerges as a new issue
- ✓ Workplace stress and mental health become HR issues
- ✓ Holistic models of health promotion emerge
- ✓ Web-based health programs
- ✓ HRAs and health risk reduction gain popularity as tools to improve work performance and manage health costs
- ✓ EAPs and specialty vendor market explode
- ✓ ROI expectation

## Wellness as Business Value

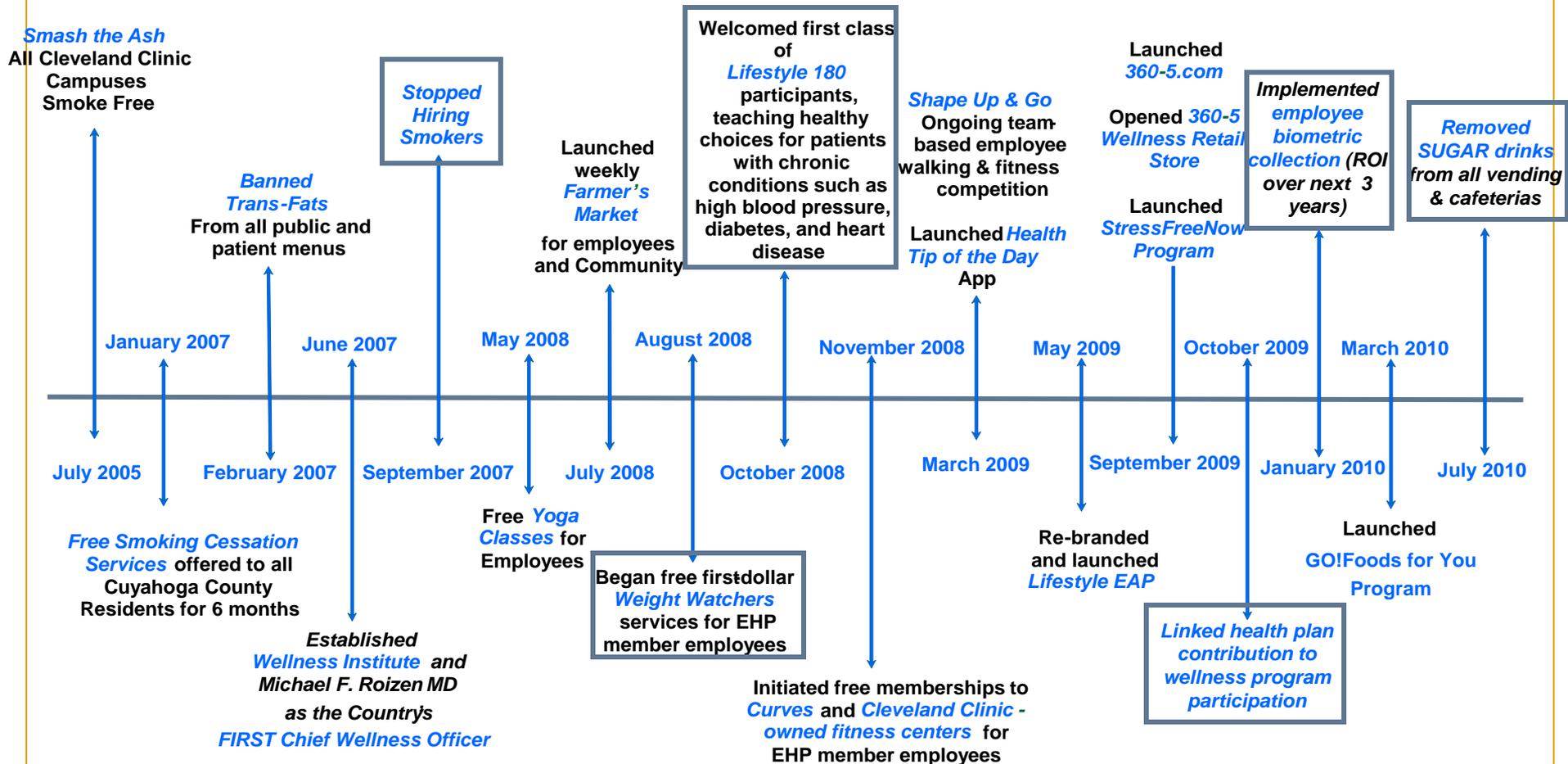
- ✓ Employee effectiveness strategies linked to health and productivity initiatives with measurable business outcomes
- ✓ Wellness engrained into organizations mission and growth strategy at organizational and individual level.
- ✓ Workplace stress, inflexible work tools and work/life imbalances will continue as the major sources of work impairment in the foreseeable future
- ✓ Focus on enabling and educating on wellness with a strong and committed message from corporate leadership.
- ✓ Accountable Care Organization – Healthcare Reform

'70s-'80s

'90s-2013

New Trends

# Cleveland Clinic's Commitment to Wellness



# Cleveland Clinic Wellness Best Practices

- **CONTROL WHAT YOU CAN CONTROL AND FOCUS ON THE COST DRIVERS:**
  - ✦ **Eliminating Tobacco Use**
  - ✦ **Reducing Workplace stress (employee satisfaction)**
  - ✦ **Improving Food choices**
  - ✦ **Promoting Physical exercise**
- **Employers can focus their financial investment on NPV and IRR (not ROI)**
- **Breakdown barriers to wellness – make health choices easier**
- **Employees are accountable for healthy lifestyles – get people engaged in their bodies**
- **Chronic disease can be REVERSED, rather than just managed**
- **Successful wellness programs touch people as employees, consumers, and patients**
- **MAKE WELLNESS THE CULTURAL NORM**