

National Alliance Well-being Initiative

Houston Business Coalition on Health

November 16, 2016



NBCH Moving Forward as the "National Alliance"



- Approximately 50 healthcare purchaser coalitions across the US, serving nearly every major metropolitan area and multiple primarily rural states
- Supports over 12,000 healthcare purchasers providing health coverage to over 41 million Americans
- Represents a cross-section of private sector, public sector, non-profit and Taft-Hartley organizations
- Already driving improvements in health, well-being and value for our companies and communities, today!

Our Differentiation

- National/Regional Structure
- Distributed Change Agents
- Deep Knowledge of Issues
- Unparalleled Collaboration
- Objectivity/Independence

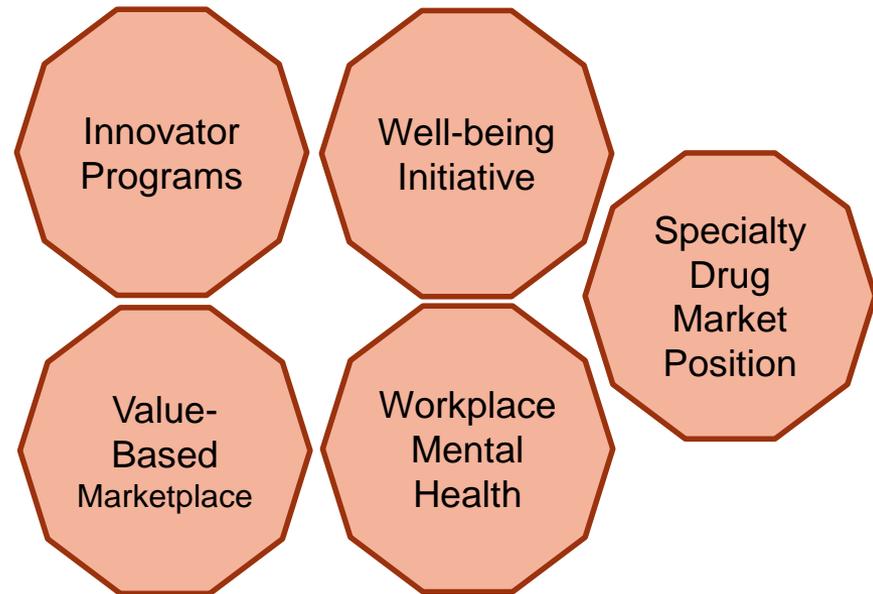
Moving Forward

Coalition Affinity Groups and National Alliance Initiatives

Coalition Affinity Groups



National Initiatives



Well-being - A Fundamental Reboot

- Today 85% of employers have implemented wellness programs on behalf of their employees.
- < 20% believe their programs are very effective at reducing healthcare cost, or improving performance and productivity, or enhancing employee engagement, attraction and loyalty.
- The majority of efforts continue to be program-focused not outcomes-focused -- where the desired outcome is improved individual and company well-being.

***At its core,
a well-being approach is
a people strategy first
with improved health as a
by-product, not the
primary focus.***

Defining Well-being

The Gallup-Healthways Well-Being 5

The five essential elements of well-being are:

- **Purpose:** liking what you do each day and being motivated to achieve your goals
- **Social:** having supportive relationships and love in your life
- **Financial:** managing your economic life to reduce stress and increase security
- **Community:** liking where you live, feeling safe, and having pride in your community
- **Physical:** having good health and enough energy to get things done daily

Thriving in All Five Well-being elements compared thriving in Physical Well-being only

- 41% fewer unhealthy days
- 2X as likely to say they always adapt well to change
- 36% more likely to say they always fully bounce back after an illness
- 23% more likely to donate money
- 43% more likely to have volunteered
- 65% less likely to be involved in a workplace accident
- 81% less likely to look for a new job when the job market improves

Well-being and Health

- Well-being inherently has a multi-dimensional focus
 - For example, physical and mental health are seen as interrelated elements and not distinct ones.
- Increasingly, efforts are looking “upstream” into our communities to impact the social determinants of health
 - For example, 100 Million Healthier Lives, Well-being In the Nation, Health Disparities and Prosperity
 - These same factors manifest themselves in the workforce and workplace.
- There is emerging evidence that both “chronic stress” and “loneliness and isolation” are risk factors with as significant an impact on our health as tobacco usage.
- We see organizations and their employees focused on well-being as ultimately impacting community well-being over time.

*Our Well-being
also impacts
Our Health*

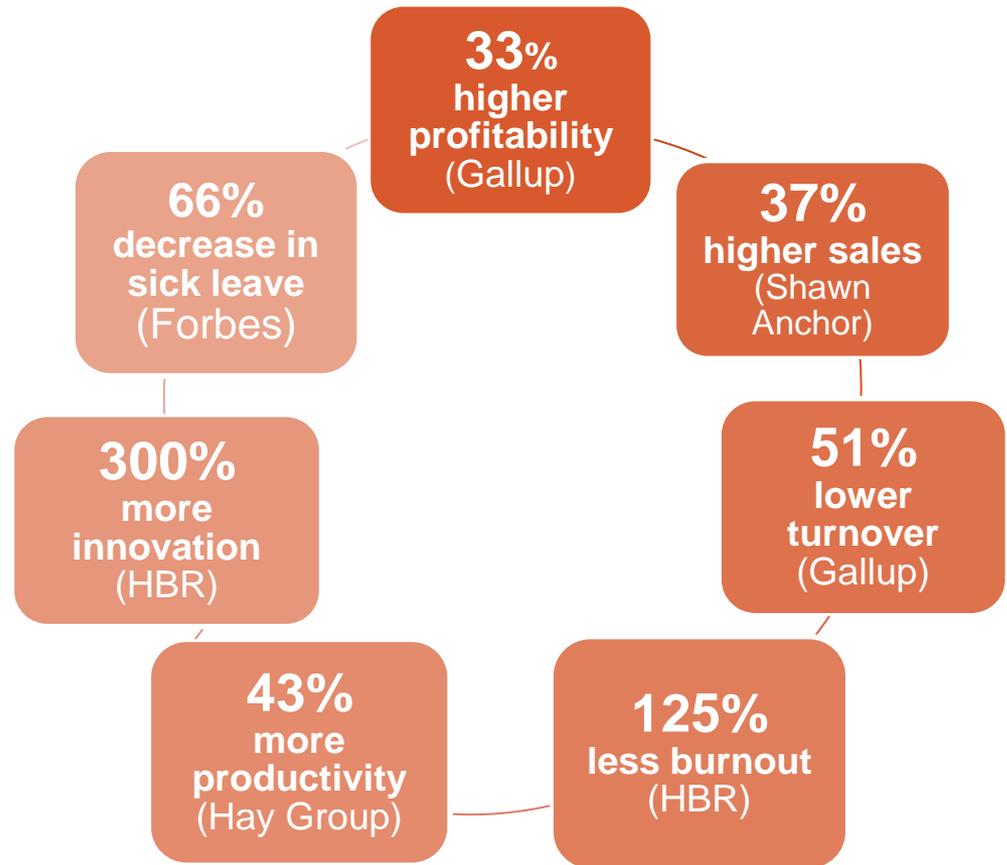
Well-being and Employers

- Well-being is a people strategy –*not a program*
- With its focus on human capital and business performance, well-being will be attractive to the C-suite
- Well-being is a global concept - well suited to US, non-US and multi-national companies alike



Well-being and Employers:

- ▶ Evidence suggests well-being is foundational to the success of an organization
- ▶ And is tied directly to the development of a highly engaged and highly productive workforce, leading to:



The National Alliance Well-being Initiative

Mission

- To be a recognized, leading voice advocating for and demonstrably improving the well-being of individuals and their families through and to the benefit of employers, communities and healthcare delivery

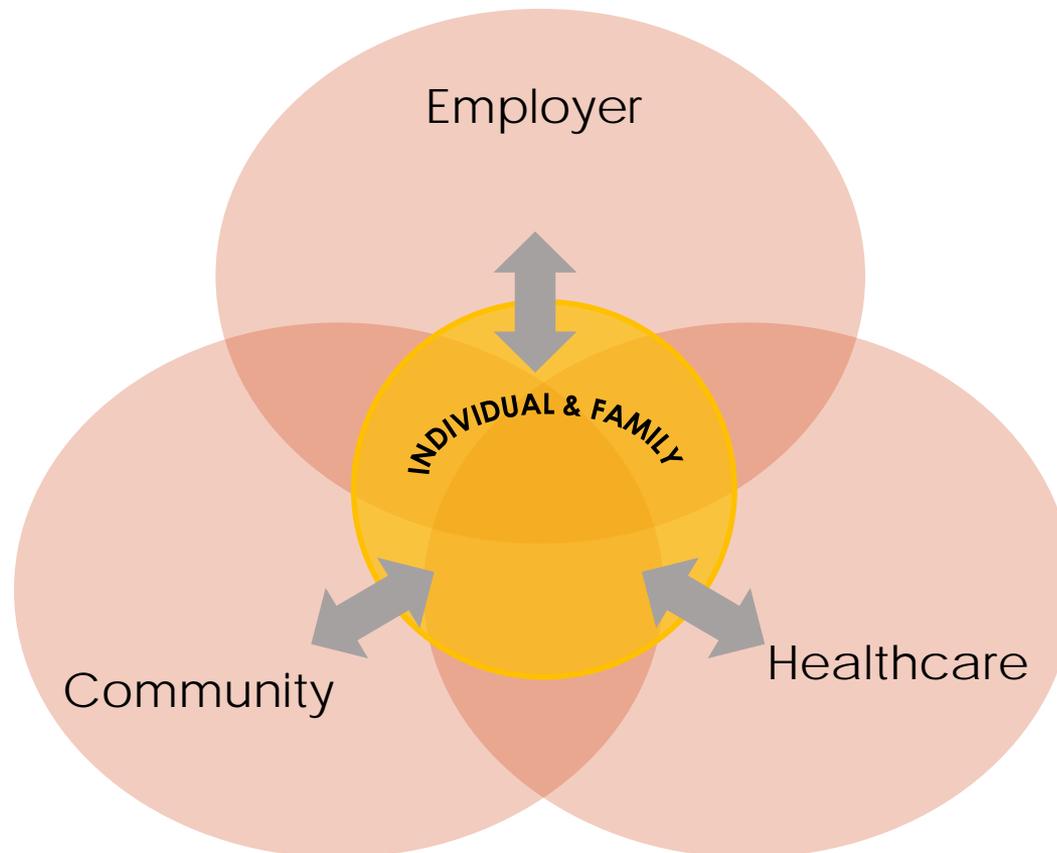
Objectives

- Validate, substantiate and explore the research and evidence related to well-being
- Advocate, educate and create awareness about well-being and create opportunities for employers, communities and in the healthcare delivery system
- Facilitate and support meaningful change that has a dynamic impact and continuously improves value to stakeholders, and sustains our collective success

To support and
*enable people to
thrive* in every
facet of their
lives, and
*perform to their
fullest potential*

Why the National Alliance and Well-being?

Well-being is the next generation of human capital development and the National Alliance is well positioned to support the transformation to well-being



Our coalitions can help drive improvements in health, well-being and value for our companies and communities, today!

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National Alliance
of Healthcare Purchaser Coalitions
Driving Innovation, Health and Value