

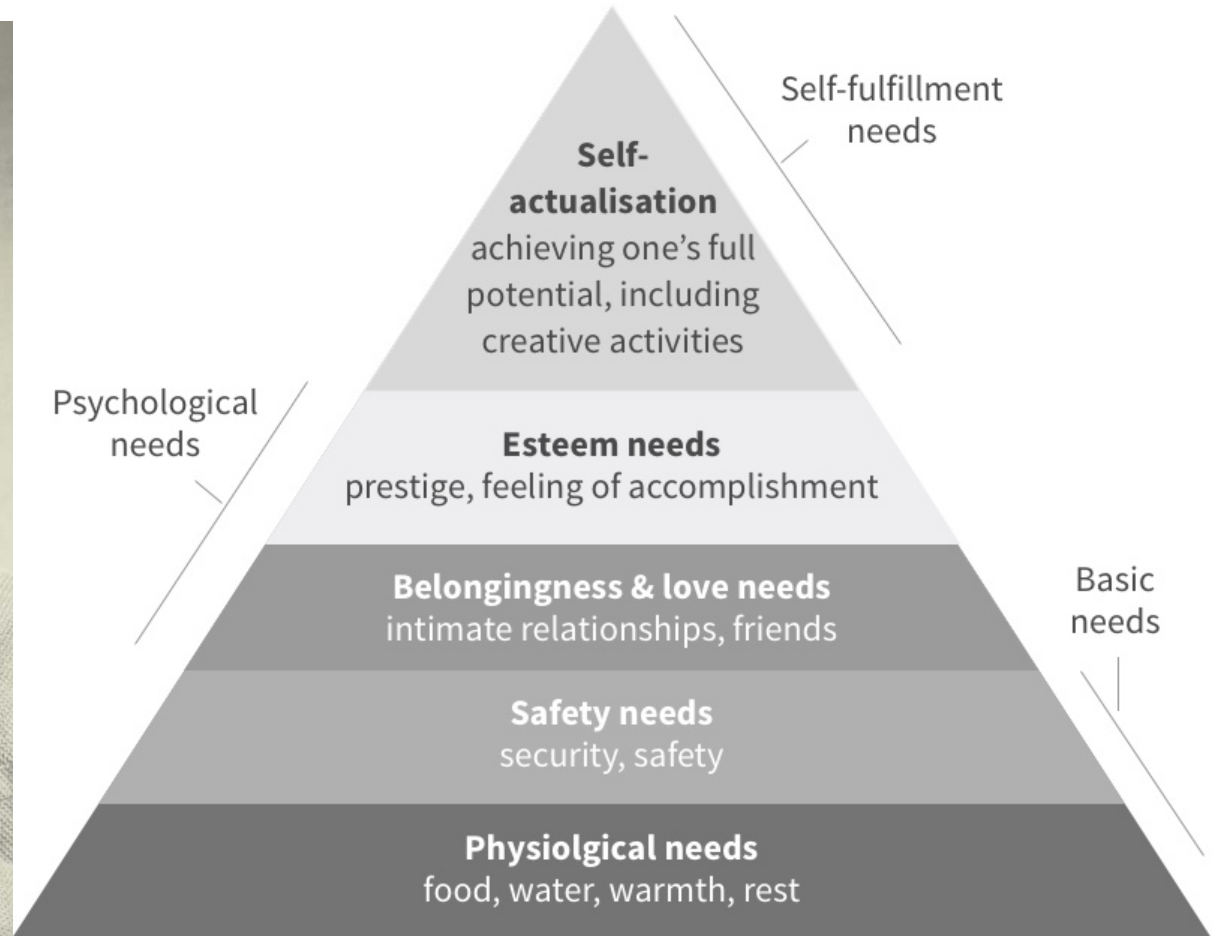
# *Well-being; Putting Practice into Process*

Houston Business Coalition on Health

Wednesday, November 16

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***Translating the value proposition of total well-being into actionable strategies requires an equal translation of human needs into functional areas of the business***



# ***Capturing the total value of well-being requires a more transformational approach to people, talent management and total benefits decision making***

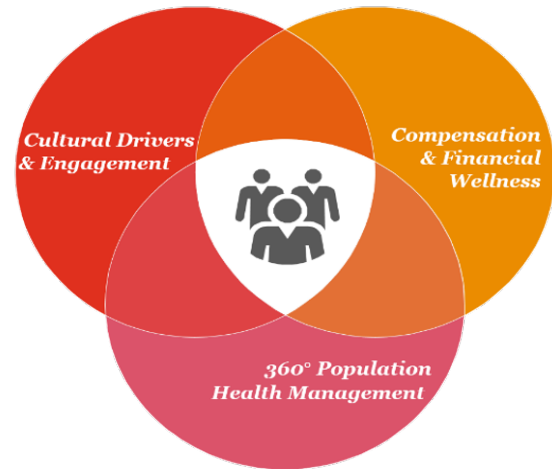
- Units purchased, units consumed is understating the critical nature of medical benefits to workforce quality of life
- Employee benefits and total rewards must be seen as true people investments that fulfill the needs of the workforce

## ***Checking the benefits of employment boxes...***

- ✓ Health plan benefits
- ✓ Wellness programs
- ✓ Financial education
- ✓ Compensation & total rewards
- ✓ 401k & retirement services
- ✓ Training & development and learning



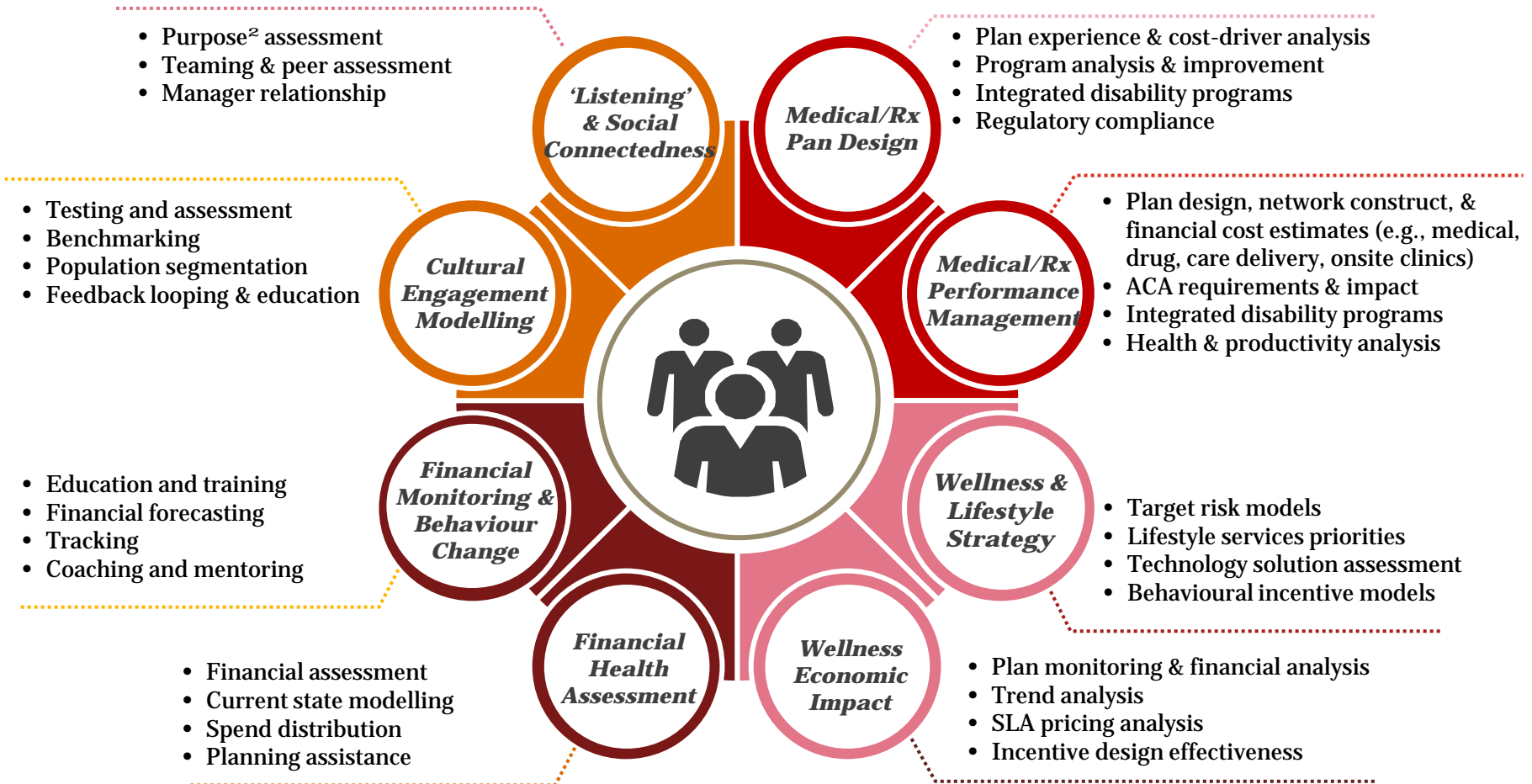
## ***Maximizing alignment for employee quality of life...***



***Transactional strategy***

***Transformational strategy***

# ***Well-being isn't something an employer buys off the shelf. It's gained from an intentional assessment of each primary area of influence in light of all other areas effect on people needs***



# ***Change is an intentional process; involving several important steps***

- Shortage of critical skills requires a more competitive people focus
- A diverse, multigenerational workforce demands a more creative approach
- The growth of Millennial employees is challenging 'how we do things'
- Unintended consequences are forcing a focus on how our decisions overlap
- Health plan design is no longer the most prominent employment lever
- The workforce is increasingly disconnected from leadership and their Purpose<sup>2</sup>

## ***A sample conversion model***

### ***Broaden your thinking; Assess current state***

More holistic thinking with an eye on 'how we do things today'

### ***Align key influencers***

Gain consensus within your team, the department and overall leadership. Pick carefully at first, but ensure a strong cross section of participants

### ***Envision a future state***

With a broad view, a strong team and a tailored value proposition - - the team can craft a model of what our impact in the future should look like

### ***Create a rigorous plan***

A well organized action plan is the roadmap to a successful conversion. Milestones and target objectives will direct investments in time, people and technology

### ***Communicate thoroughly***

A key ingredient is keeping people informed to what is happening, when it's happening and how it will impact them personally. Don't underestimate...stay in front, listen & adapt

### ***Identify discrepancy gap***

Determine where there are inconsistencies with what we do compared to your well-being vision

### ***Develop need 4 change***

The burning platform to make changes is critical to winning the C-Suite. Craft a strong message of how many the conversion will support people, purpose & performance

### ***Establish core priorities***

Using the future state model, identify which areas need the most attention the soonest. Be mindful that early wins can accelerate buy-in and success.

### ***Launch with confidence***

No change process is easy or immediate. Be confident in the team, the objectives and the desired outcomes.

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