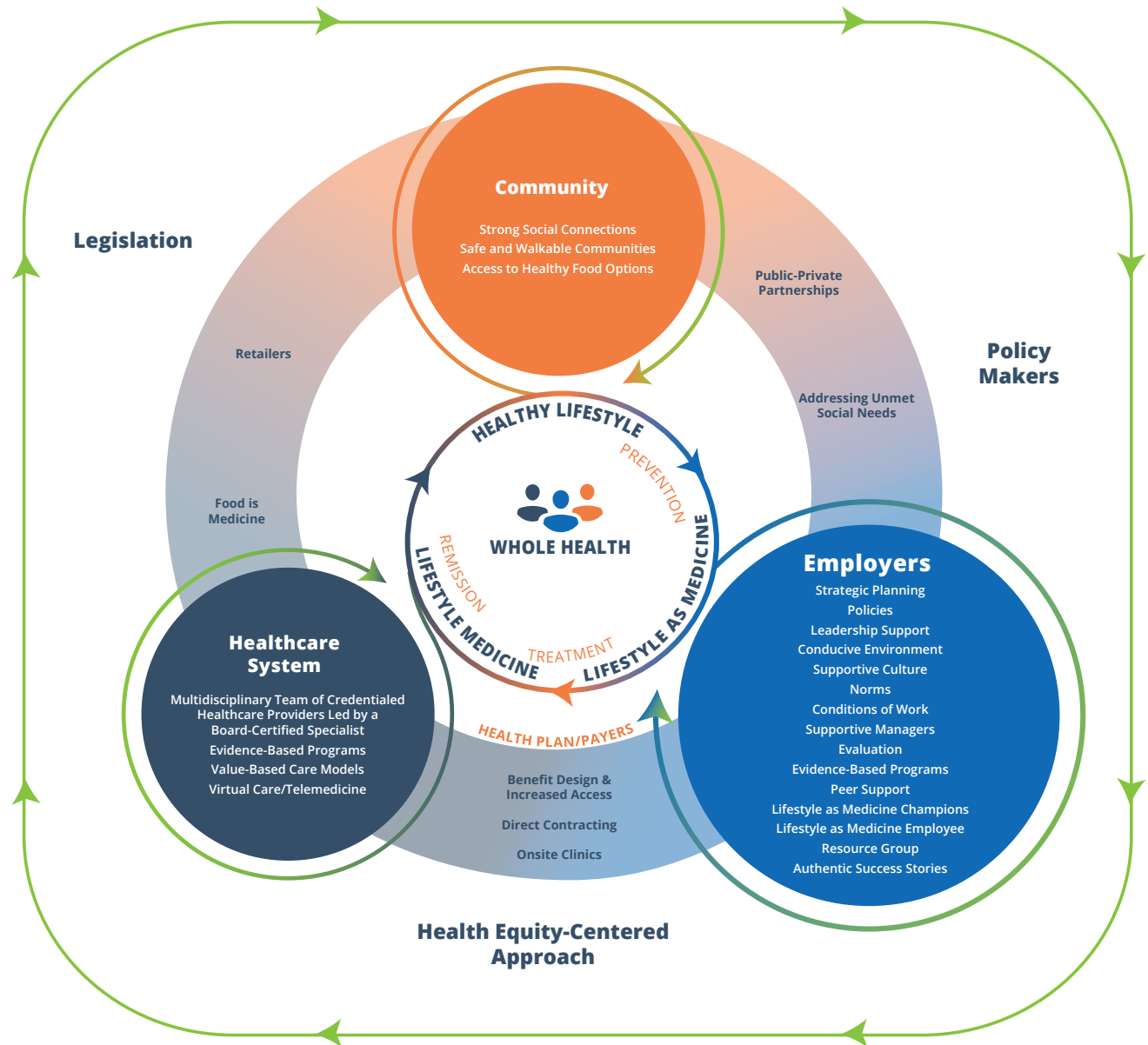


Strategic Planning Framework for Employers to Advance Lifestyle as Medicine

Lifestyle as Medicine for the workforce involves implementing a continuum of health-equity centered, comprehensive, integrated, evidence-based initiatives in multiple domains (including healthy eating as characterized by a whole-food, plant-predominant eating pattern; regular physical activity; adequate and restorative sleep; stress management; positive and meaningful social connection; time in nature; and avoidance of risky substances) as the foundational, first-line of efforts to promote whole health.



STRATEGIC PLAN

		Tactics	Timing	Success Metric	Baseline/ Current State
Guiding Principles					
<input type="checkbox"/>	Employ an Equity-Centered Approach that Optimizes Whole Health for All	Sample Tactic: Use assessments of unmet social needs and refer employees to local resources (e.g., 211 and findhelp.org).			
<input type="checkbox"/>	Collaborate with Aligned Stakeholders to Advance Lifestyle as Medicine	Sample Tactic: Identify and explore at least one organization with a mission aligned to your organization's goals related to Lifestyle as Medicine (e.g., The Teaching Kitchen Collaborative ; Walk with a Doc / Just Walk ; or the Ardmore Institute of Health).			

<input type="checkbox"/>	Recognize that Lifestyle as Medicine is a Continuum	Sample Tactic: Determine your organization's readiness to advance Lifestyle as Medicine.			
<input type="checkbox"/>	Treat Lifestyle as Medicine as a Team Sport	Sample Tactic: Proactively engage all team members who assist in the administration of the health and well-being initiatives in the free training from ACLM in Lifestyle Medicine fundamentals.			
<input type="checkbox"/>	Be Inspired by Success Stories	Sample Tactic: Pay attention to posts, articles and presentations that highlight success stories of employers, such as Carmel Clay Schools , implementing Lifestyle as Medicine to enhance employee health and well-being.			

<input type="checkbox"/>	Rely on Evidence-Based Interventions	Sample Tactic: Offer Full Plate Living or other evidence-based education and treatment programs certified by the American College of Lifestyle Medicine.			
<input type="checkbox"/>	Make a Compelling Business Case (Based on More than Cost Savings)	Sample Tactic: Measure impact of policies, programs, and practices on the Whole Person Health Index and other metrics that align most closely with organizational priorities (e.g., injury rates, productivity).			
Internal Strategies					
<input type="checkbox"/>	Elevate Lifestyle as Medicine to a Strategic Objective	Sample Tactic: Add language to requests for proposals from key vendors to ensure that Lifestyle as Medicine is a central tenet of the employee health and well-being offerings.		RFP includes language highlighting requirement for Lifestyle Medicine	

<input type="checkbox"/>	Create and Enforce Supportive Policies	Sample Tactic: Institute an organizational policy around the nutrient density of vending or food options available onsite and how they should be presented (e.g., displaying healthier options at eye level).			
<input type="checkbox"/>	Provide Visible Leadership Support for Lifestyle as Medicine	Sample Tactic: Ask senior leaders/CEO to regularly communicate their support and personal involvement in Lifestyle as Medicine, for example by signing the CEO Physical Activity Pledge.			
<input type="checkbox"/>	Create a Conducive Environment & Supportive Culture	Sample Tactic: Complete the HERO Scorecard in Collaboration with Mercer to evaluate the extent to which your organization is implanting best practices in employee health and well-being			

<input type="checkbox"/>	Consider Whether Conditions of Work are a Social Determinant	Sample Tactic: Evaluate whether work conditions (e.g., unpredictable shifts, lack of living wage) are adversely impacting employees and if so, form a committee to improve work conditions.			
<input type="checkbox"/>	Implement Tailored, Evidence-Based Programs	Sample Tactic: Implement individualized nature prescriptions on ParkRx America , which are available at no cost.			
<input type="checkbox"/>	Deploy Strategic Communications	Sample Tactic: Create a Lifestyle as Medicine branding strategy for your health and well-being offerings and leverage free resources from the American College of Lifestyle Medicine to communicate with your employees.			

<input type="checkbox"/>	Create Organizational Norms	Sample Tactic: Conduct an audit of any existing workplace policies, standards, or traditions that are in conflict with Lifestyle as Medicine. If so, explore leadership's support of shifting those (e.g., explore if management would support elimination of energy and sugar sweetened beverages onsite).			
<input type="checkbox"/>	Enable Supportive Managers	Sample Tactic: Regularly communicate and provide managers and supervisors with new Lifestyle as Medicine resources, such as the 10-minute Well-Being Tips for Managers videos from the series recorded by Dr. Rich Safeer and Dr. Carolyn Cumpsty-Fowler at Johns Hopkins.			

<input type="checkbox"/>	Align All Internal Stakeholders	Sample Tactic: Regularly communicate the benefits of Lifestyle as Medicine including internal and external success stories to senior leadership, human resources, occupational health, etc.).			
<input type="checkbox"/>	Conduct Rigorous, Multi-Level Evaluations	Sample Tactic: Track and monitor a wide range of process measures as well as short-term and long-term outcome metrics (e.g., well-being, advanced readiness to engage in behavior change, claims costs).			
<input type="checkbox"/>	Involve Lifestyle as Medicine Champions	Sample Tactic: Identify any informal “influencers” in each division or site (e.g., well-liked supervisors) and invite them to be engaged early in all Lifestyle as Medicine Interventions.			

<input type="checkbox"/>	Build In Peer Support	Sample Tactic: Create Lifestyle as Medicine peer-sharing or interest groups (akin to Employee Resource Groups).			
<input type="checkbox"/>	Use Storytelling	Sample Tactic: Invite employees to share a testimonial about participating in Lifestyle as Medicine initiatives and/or their journey and success with optimizing their health.			
<input type="checkbox"/>	Start Small and Build Momentum	Sample Tactic: Conduct a pilot of a new policy or program that addresses one or more pillars of Lifestyle as Medicine.			

External Strategies

<input type="checkbox"/>	Modify Benefit Design to Increase Access to Lifestyle as Medicine	Sample Tactic: Explore whether your health plan covers or would cover produce prescriptions and/or medically-tailored meals, or ACLM certified treatment and education programs.			
<input type="checkbox"/>	Address the Individual and the Collective (Community)	Sample Tactic: Explore if there are grants available to convert unused space into one or more community gardens to foster social connection and enable employees and community members to benefit from the produce raised.			
<input type="checkbox"/>	Actively Engage in Advocacy	Sample Tactic: Invite a local or state-level represented official to an event that features Lifestyle as Medicine and share key messages about its impact.			

<input type="checkbox"/>	Create Consortiums or Multi-Employer Trusts to Increase Purchasing (& Negotiating Power)	Sample Tactic: Explore opportunities to form consortiums with other similarly sized organizations in your region or state.			
<input type="checkbox"/>	Create a Mechanism for Sharing Employer Best Practices	Sample Tactic: Present the results of your work at a national conference.			
<input type="checkbox"/>	Shift Quality Standards	Sample Tactic: Track (or ask vendor to report) improvements in engagement and outcomes with Lifestyle as Medicine initiatives and programs, such as monitoring the number of employees with optimal HbA1c with minimal medication.			

<input type="checkbox"/>	Seek out Partners in The Community	<p>Sample Tactic: Inquire about whether any local or regional retail grocery chains offer apps to promote healthy decisions while shopping and/or offer free dietitian shopping assistance.</p> <p>Sample Tactic: Share with employees the names of health care professionals in your state or region who are board certified in Lifestyle Medicine.</p>			
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For more details, see
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