



HERO Workplace Performance Study Committee 2018 Charter

Purpose:

The Workplace Performance Study Committee seeks to understand the relationship between workforce health strategies & employee and organizational well-being, performance, and productivity. This includes research demonstrating how workforce health and well-being efforts advance strategic business performance objectives as well as individual employee performance. The committee also focuses on understanding the factors and practices that characterize high-performing health and well-being initiatives.

Committee Deliverables:

HERO has recently shifted its focus from “employee health management” and “health promotion” to “health and well-being”. To help reinforce this shift and underscore the critical importance of mental well-being, the Study Committee will focus on how this construct influences every facet of “traditional well-being” (social, physical, financial, community and purpose).

Proposed activities to include:

- Finding the Bright Spots: Identify individuals and organizations in key industries who are thriving because of their focus on mental well-being as a core component of organizational health and/or success metric. Example deliverable: case studies
- Doing the Right Thing: Create an employer’s guide to addressing the gap between wanting to do the right thing and doing things that will improve mental well-being and with it a myriad of other business metrics. Example deliverable: identifying list of current leading and best practices, development of a scorecard.
- Building the Business Case: Curating and elevating relevant research on the impact of mental well-being on health (inside and outside the workplace) Example deliverable: infographic derived from a short source white paper.
- Responding to the target audience: Find and/or create data on the mental needs (gaps) of employees across the generations and life stages who are often the intended targets of a well-designed well-being program.

In addition, the Committee will:

- Leverage previous work done as part of the Health, Performance and Productivity (HPP) research subcommittee (see below)

- Bring in subject matter experts on role of mental well-being to future study committee calls or as incubator roundtables (consider 2-3 guest presenters or roundtables)

Committee Chairs:

Josh Glynn, Global Health & Performance Manager, Google

Jack Groppel, PhD, Co-founder Johnson & Johnson Human Performance Institute

Shelly Wolff, Global Health and Workforce Effectiveness Leader, Willis Towers Watson Health & Benefits

The Workplace Performance Committee (WP) was previously the Health, Performance and Productivity Committee (HPP) and refreshed in 2017. Previous HPP research deliverables are listed below.

Reports, papers, and related media coverage resulting from activities by members of the original Health, Productivity, and Performance Study Committee include:

- Grossmeier J, Phalen C. How BP found success with wearables. *Employee Benefit News*. August 24, 2017. Available at: <https://www.benefitnews.com/opinion/how-bp-found-success-with-wearables>
- Grossmeier J, Stauffer M. How Emory University launched its successful wearable wellness initiative. *Employee Benefit Advisor*. August 4, 2017. Available at: <https://www.employeebenefitadviser.com/opinion/pilot-program-helps-emory-launch-successful-wearable-initiative?brief=00000152-146e-d1cc-a5fa-7cff8fee0000>
- Grossmeier J. Six promising wearables tips for wellness programs. *Benefits PRO*. July 31, 2017. Available at: <http://www.benefitspro.com/2017/07/31/6-promising-wearables-tips-for-wellness-programs?slreturn=1502122956>
- Grossmeier J, Bastable J, Nelkovski L, Swayze P, Tangen T. Promising practices from pioneering employers: Case studies demonstrate effective use of wearables as part of a broader health and well-being initiative. *American Journal of Health Promotion*. 2017;31(3).
- Grossmeier J, Bastable J, Swayze P. Seeking value: Meaningful use of wearables as part of employer-sponsored health and well-being initiatives. *American Journal of Health Promotion*. 2017;31(3).
- Grossmeier J. 6 Ways Putting Health First Helps Businesses Climb Higher. *Future of Business and Tech-Media Planet*. September 2016.
- Grossmeier J. Linking workplace health promotion best practices and organizational financial performance: Tracking market performance of companies with highest scores on the HERO Scorecard. *Journal of Occupational and Environmental Medicine*. 2016;58(1):16-23.
- Grossmeier J, Bastable J, Noyce J. Wellness Programs Gain Traction with Wearable Devices. *Media Planet*. September 2015.
- Grossmeier J, Hudsmith N. Get the Boss on Board for Better Health. *Media Planet*. September 2015.

- Grossmeier J, Hudsmith N. Exploring the Value Proposition for Workforce Health: Business Leader Attitudes About the Role of Health as a Driver of Productivity and Performance. *American Journal of Health Promotion*. 2015;29(6):TAHP2-TAHP5.
- Grossmeier J. The Time is Now: Measuring the Impact of Wellness Programs on Productivity. *Alere Health Blog*. November 9, 2015.
- Bastable J, Grossmeier J. Could Wearables Be the Answer? More Than Half of Employees Using Wearable Devices Stick with their Wellness Programs. *Leaders Edge*. June 2015:13-14.
- Wearables in Wellness: Employer Use of Wearable Tracking Devices in Wellness Programs- Executive Summary. June 2015. Available on HERO website
- Wearables in Wellness: Employer Use of Wearable Tracking Devices in Wellness Programs-Full Final Report. June 2015. Available on HERO website
- Exploring the Value Proposition for Workforce Health: Business Leader Attitudes about the Role of Health as a Driver of Productivity and Performance-Executive Summary Report with Case Studies. February 2015. Available on HERO website
- Exploring the Value Proposition for Workforce Health: Business Leader Attitudes about the Role of Health as a Driver of Productivity and Performance-Full Final Report. February 2015. Available on HERO website.