

HPP Business Leader Survey Final Report

Jessica Grossmeier, VP of Research, HERO
Nikki Hudsmith, Chair HPP Value Group



Today's Speakers



Nikki Hudsmith, MBA

- Vice President of Operations, Performance pH



Jessica Grossmeier, PhD, MPH

- Vice President of Research, HERO

Today's Webinar

- Primary objective: Share final findings & supporting resources
- Discussion and questions
- Post-webinar survey (5 questions) on implications of report findings

Available Resources

- Executive Summary with Case Studies
 - http://hero-health.org/wp-content/uploads/2015/02/HERO-Infographic_BusinessLeaders_FINAL.pdf
- Full Final Report
 - http://hero-health.org/wp-content/uploads/2015/02/HPP-Business-Leader-Survey-Full-Report_FINAL.pdf
- HERO Press Release
 - http://hero-health.org/wp-content/uploads/2015/02/NR_HPP-survey_FINAL-02112015.pdf
- Infographic
 - http://hero-health.org/wp-content/uploads/2015/02/HERO-Infographic_BusinessLeaders_FINAL.pdf

Available Resources



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HERO Happenings

HERO Member Cathy Baase US Senate Testimony

By the Numbers: Business Leader Survey

Healthy Workplaces-Healthy Communities Initiative

Forum Call for Speakers

HERO Publications

Click below on the recent HERO Publications.

1. Biometric Screenings Committee
 - 1.1 *Biometric Health Screening for Employers*
2. Employer-Community Collaboration Committee
 - 2.1 *Environmental Scan: Role of Corporate America in Community Health & Wellness*
 - 2.2 *Phase II: Developing the Business Case - World Café Results - Role of Corporate America in Community Health and Wellness*
 - 2.3 *Environmental Scan Measuring a Culture of Health*
 - 2.4 *Culture of Health Measures Phase II Report: Identifying Measures*
3. Health, Performance & Productivity Committee
 - 3.1 *HPP Business Leader Survey Report - Full Final Report*
 - 3.2 *HPP Business Leader Survey Report - Executive Summary with Case Studies*

<http://hero-health.org/hero-publications/>



Benefits Pro Article

<http://www.benefitspro.com/2015/02/18/why-your-boss-wants-you-healthy>

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Why your boss wants you healthy

FEB 18, 2015 | BY DAN COOK

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Photo: Getty Images

Your boss wants you to be **healthy** and, with the majority of them, it isn't just to better manage the company health plan.

A study of some 500 business leaders from across all industries and company sizes found that nine out of 10 managers believe there's a direct link between a healthy

workforce and a productive one. Further, more than half of those surveyed consider employee health so critical to the company's success that they are willing to invest in it and rank it as a top strategic goal.

This information comes from online research by the Health Enhancement Research Organization. While differences in employee health prioritization and company



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SHRM Article

<http://www.shrm.org/hrdisciplines/benefits/articles/pages/wellness-productivity-link-.aspx>



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Employers See Wellness Link to Productivity, Performance

Wellness 'value proposition' includes higher engagement and morale, and lower turnover

By Stephen Miller, CEBS 2/25/2015

      Permissions

More than 90 percent of business leaders say that promoting wellness can affect employee productivity and performance, according to survey results from the nonprofit Health Enhancement Research Organization (HERO).

The February 2015 survey report, [Exploring the Value Proposition for Workforce Health](#), evaluates how employers see a healthy workforce influencing morale, engagement and overall corporate performance. The findings are based on a survey completed between May and July 2014 by more than 500 business leaders from across the U.S., from a variety of industries and company sizes.

Improving HEALTH Through Employer Leadership



EBN Blog Article

<http://ebn.benefitnews.com/news/employer-strategies/key-to-linking-employee-health-performance-is-comprehensive-2745748-1.html>



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Key to linking employee health, performance is comprehensive promotional efforts

Senior executives "get" the link between employee health and performance to a greater degree than middle and front-line managers, a new poll reveals. This finding might be significant for employee benefit and HR departments locked in budget battles seeking greater resources for health promotion efforts.



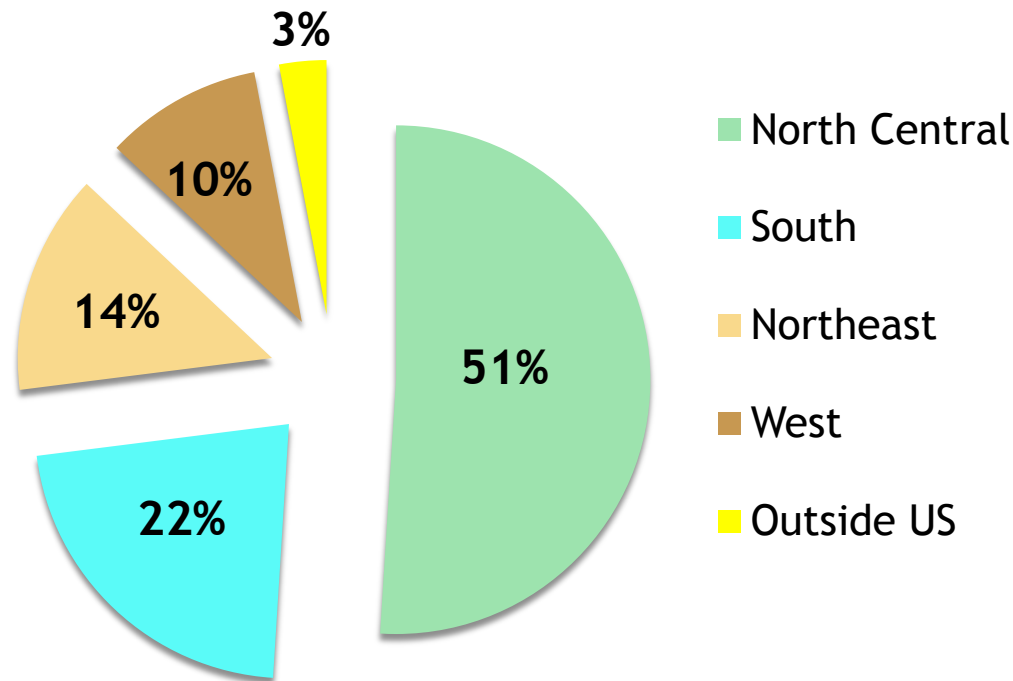
Business Leader Survey Key Findings

Thanks to Survey Distribution Partners



Survey Respondents: Region

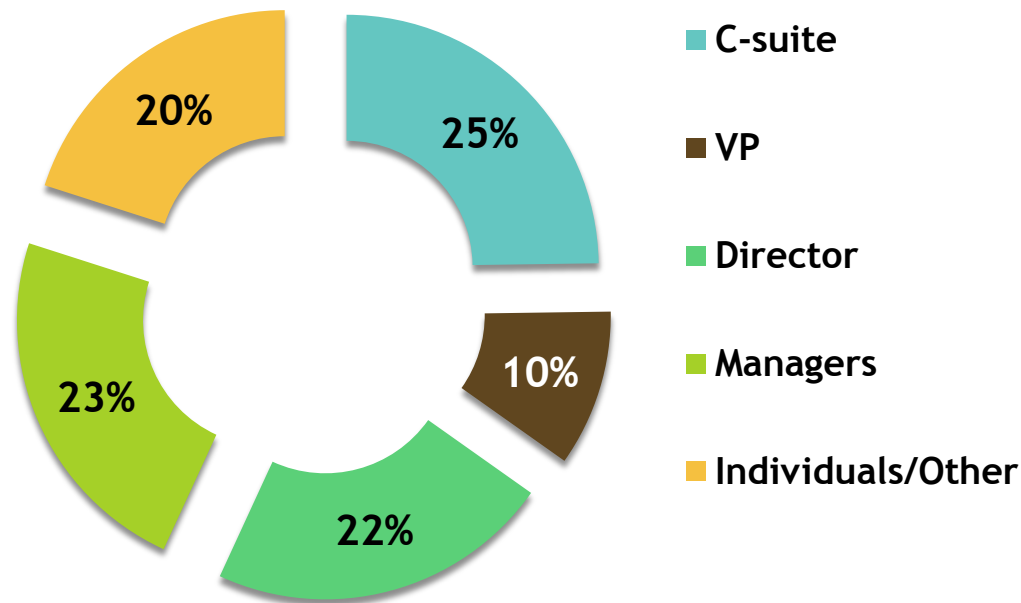
51% of respondents represented orgs. HQ'd in North Central US



North Central States: IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI

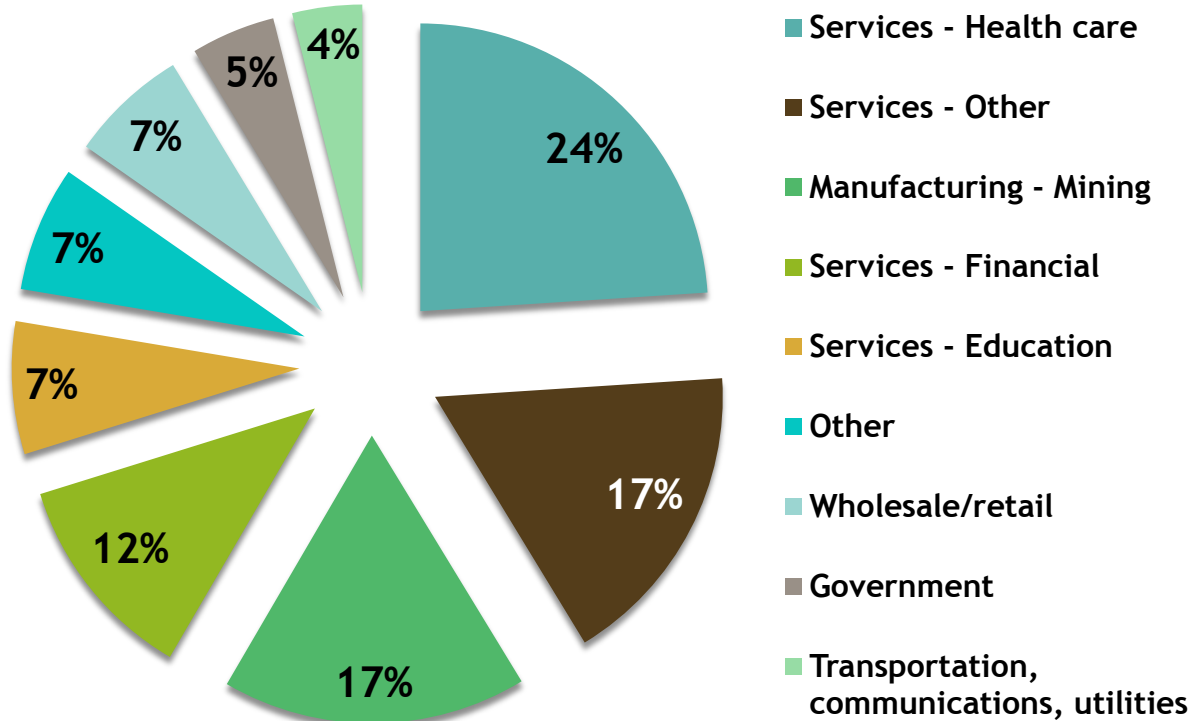
Survey Respondents: Role

Leadership Role of Respondents (N=519)



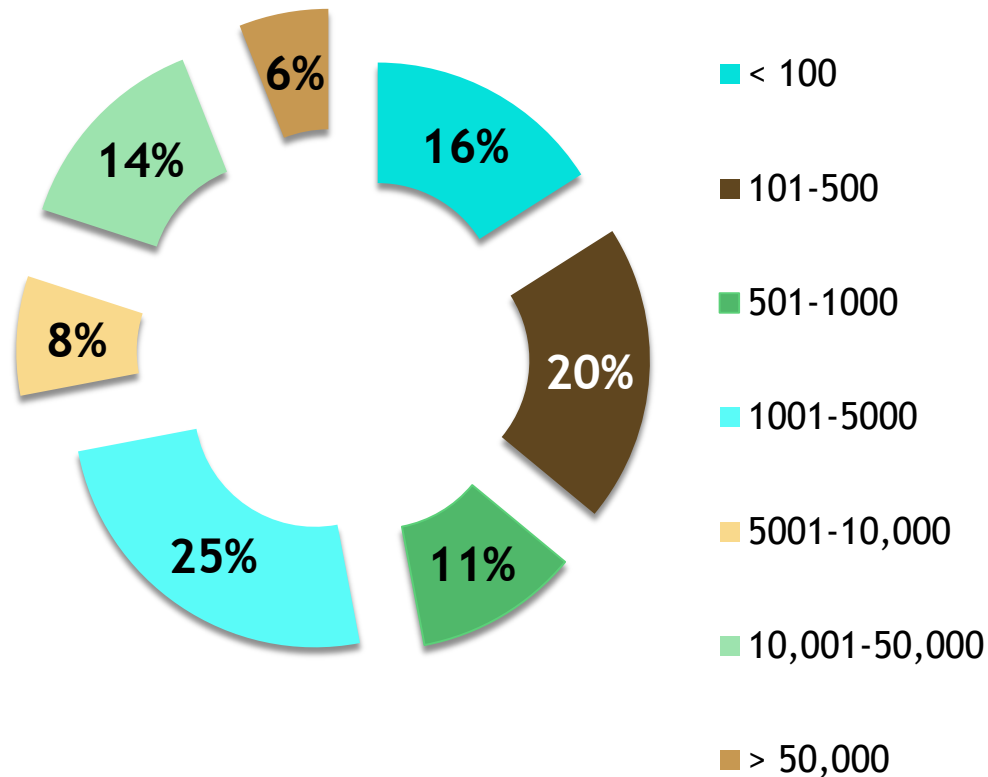
Survey Respondents: Industry

24% of respondents represented health care



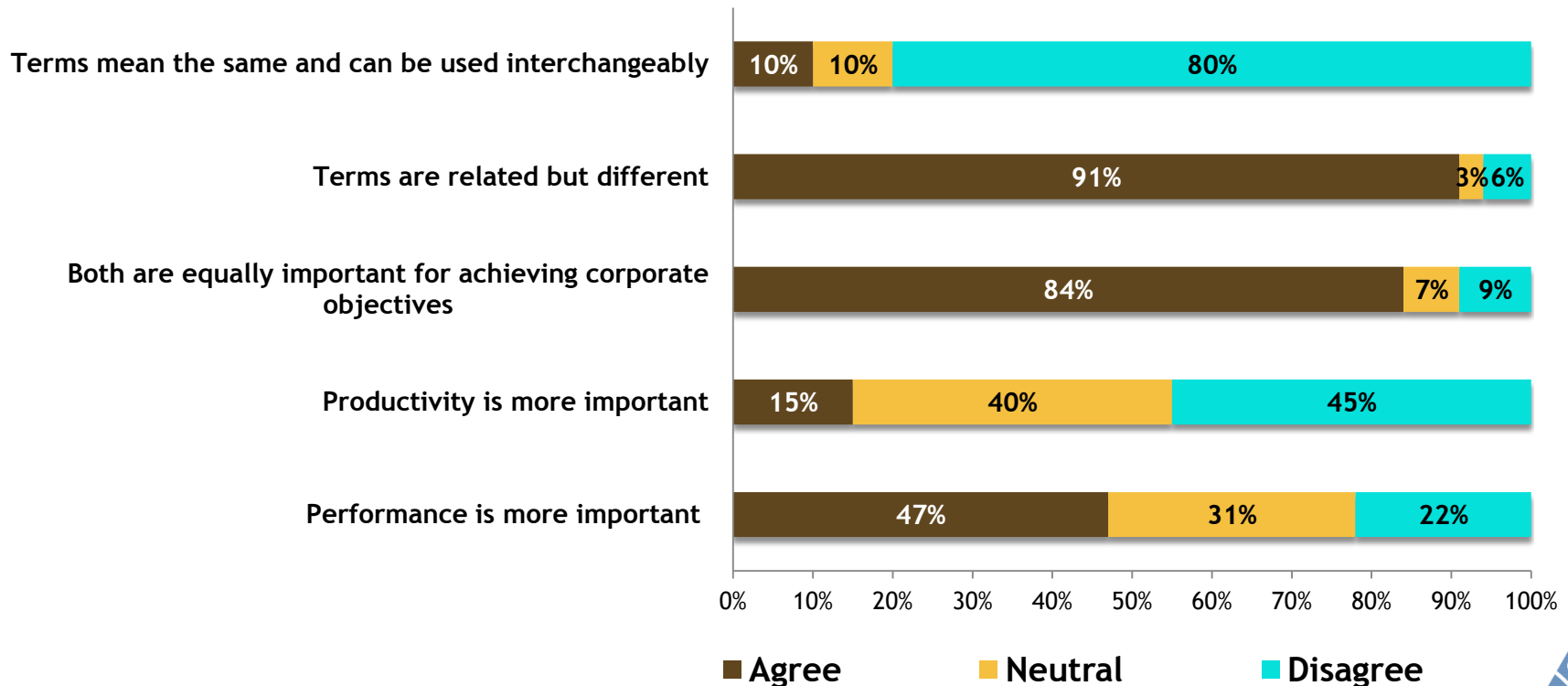
Survey Respondents: Org Size

72% of respondents represented orgs. with < 5,000 EEs



Productivity vs. Performance

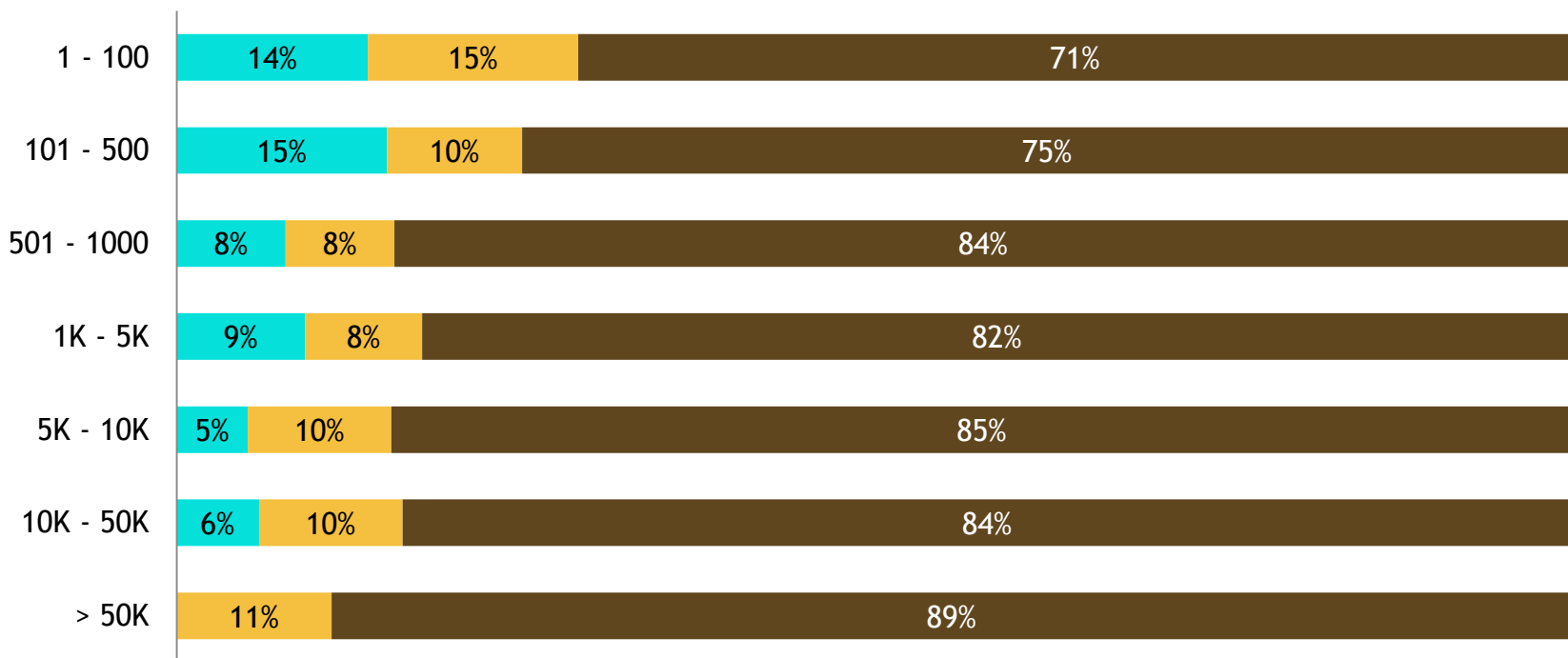
Most leaders distinguish between the two terms and feel both are equally important for achieving business objectives



Productivity vs. Performance *Differences by Org. Size*

Business leaders in small orgs. less likely to distinguish between terms

Productivity and performance mean the same thing and the terms can be used interchangeably



■ Agree ■ Neutral ■ Disagree

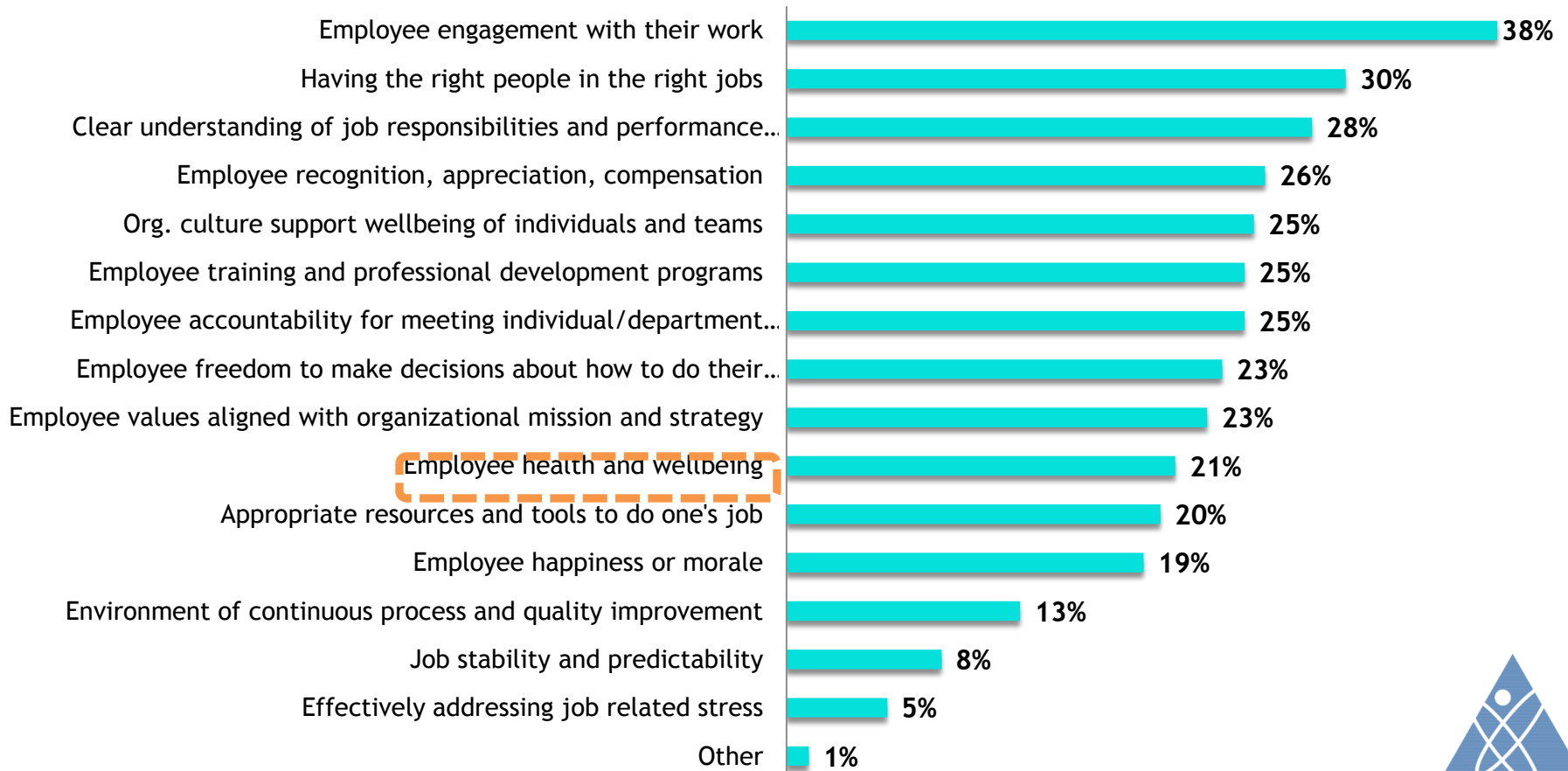
Drivers of Productivity

Top 3 Influencers of Productivity



Drivers of Performance

Top 3 Influencers of Performance

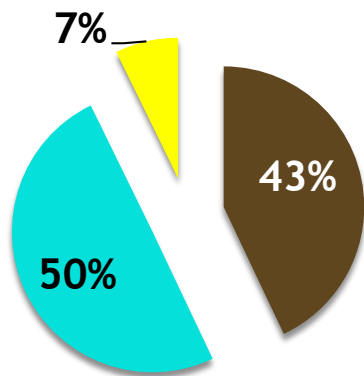


Top 3 Drivers of Performance Differences by Leadership Role

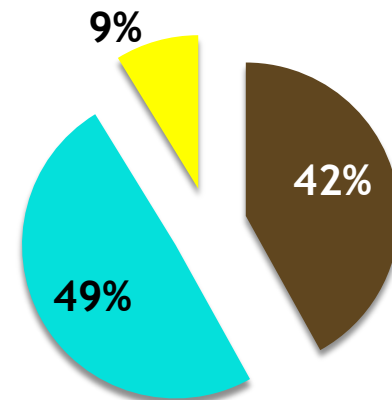
	EXECUTIVE (n=125)	VICE PRESIDENT (n=48)	DIRECTOR (n=109)	MANAGER (n=113)	INDIVIDUAL CONTRIBUTOR (n=83)
Employee engagement with their work	38%	39%	42%	39%	32%
Having the right people in the right jobs	30%	41%	32%	26%	33%
Clear understanding of job responsibilities and performance	30%	26%	29%	32%	26%
Employee recognition, appreciation, and compensation	30%	22%	31%	25%	23%
Organizational culture supports well-being of individuals and teams	31%	22%	27%	25%	19%
Employee values aligned with organizational mission and strategy	25%	33%	22%	22%	18%
Employee accountability for meeting objectives	25%	29%	26%	24%	20%
Employee health and well-being	23%	12%	19%	25%	21%

Health as an Influencer

Health's Influence on Productivity



Health's Influence on Performance

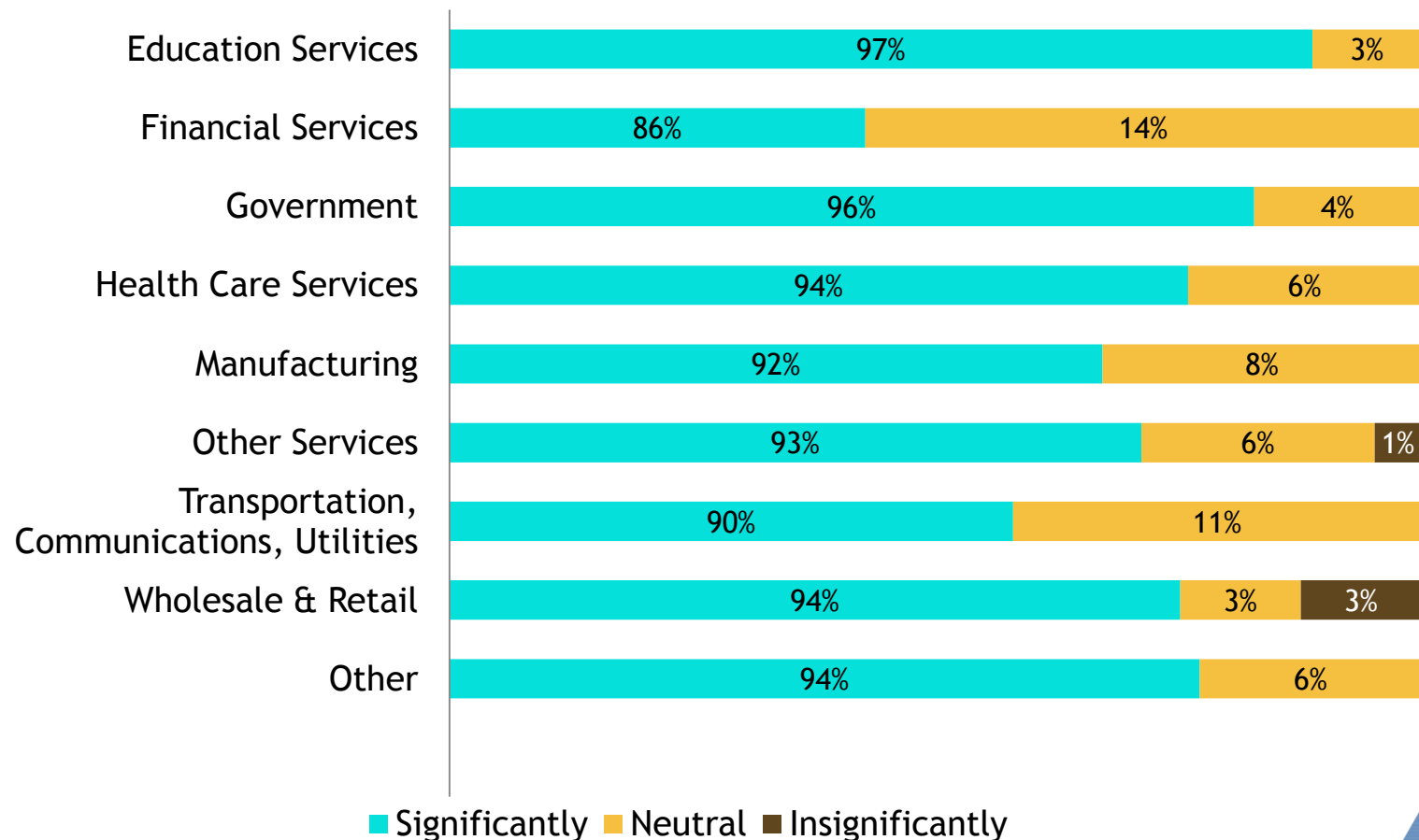


■ Very Significant ■ Significant ■ Modest

■ Very Significant ■ Significant ■ Modest

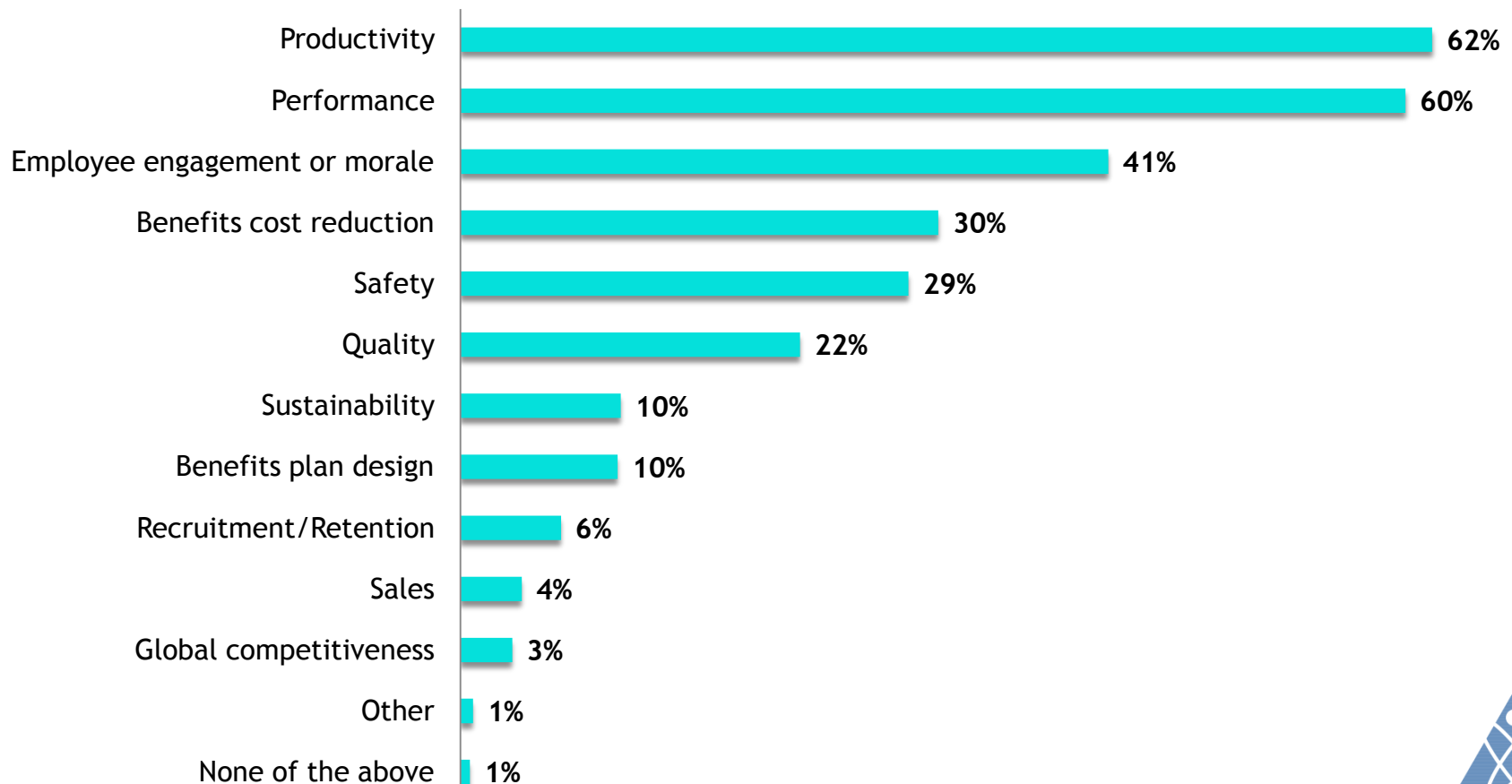
Health as Influencer of Productivity

Industry Differences



Health Impacts Org. Priorities

Top 3 Org'l Priorities Impacted by Health



Health Impacts on Org. Priorities

Regional Differences

	NORTHEAST (n=65)	NORTH CENTRAL (n=244)	SOUTH (n=106)	WEST (n=50)	OUTSIDE U.S. (n=15)
Productivity	68%	64%	70%	54%	67%
Performance	63%	64%	61%	58%	60%
Employee engagement or morale	35%	48%	36%	34%	60%
Benefits cost reduction	39%	29%	37%	30%	27%
Safety	32%	28%	34%	30%	27%
Quality	14%	24%	23%	30%	20%
Sustainability	15%	8%	13%	16%	13%
Benefits plan design	8%	11%	13%	6%	0%
Recruitment/Retention	5%	7%	7%	8%	7%
Sales	6%	3%	3%	12%	0%
Global competitiveness	5%	3%	5%	0%	7%

Leadership Commitment to Health

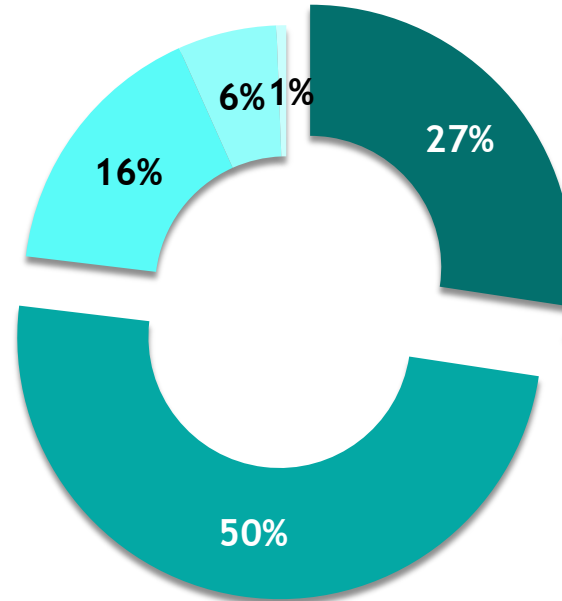
■ Very committed

■ Committed

■ Neither committed nor uncommitted

■ Uncommitted

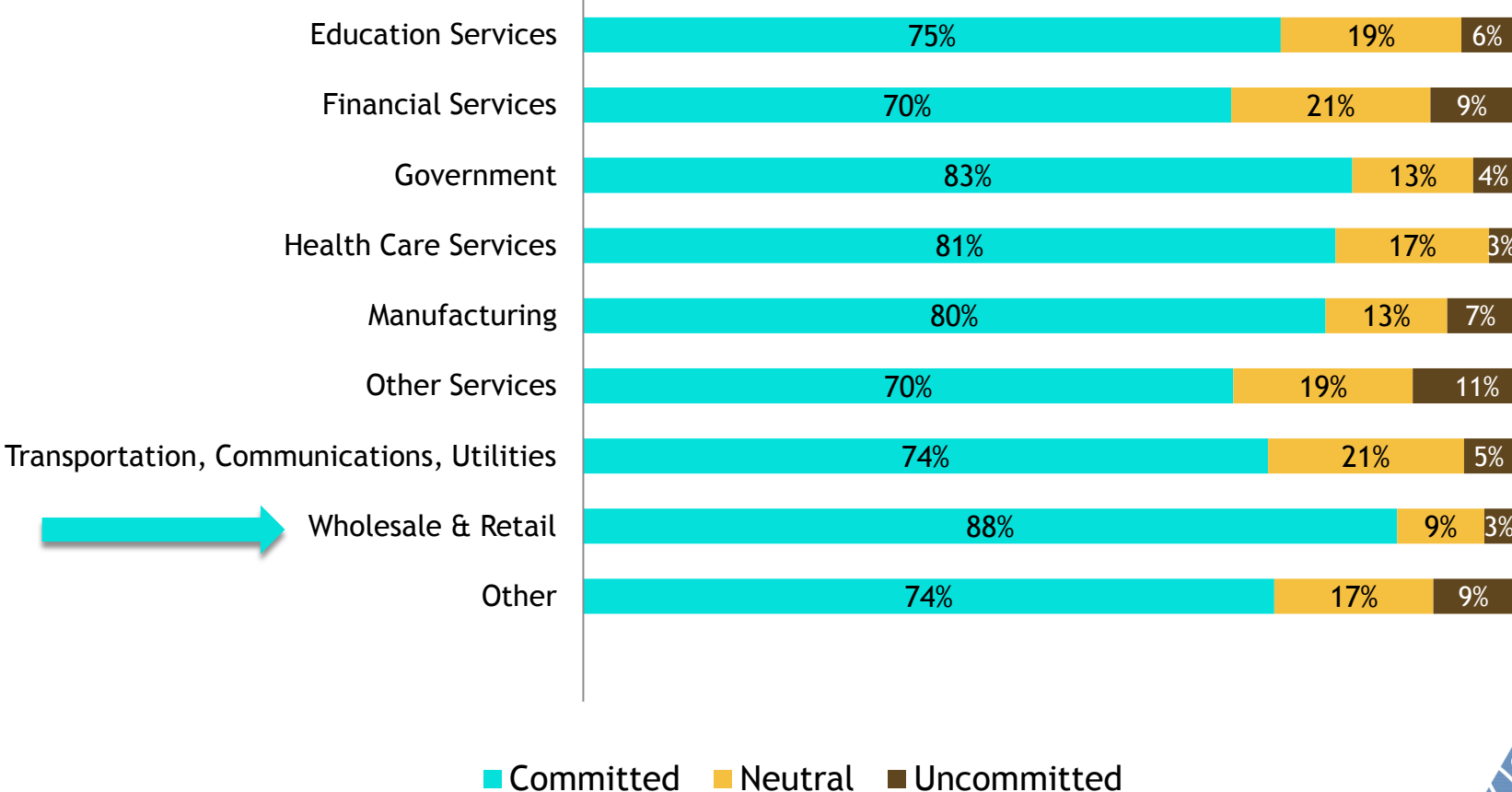
■ Very uncommitted



77% said leaders were very committed/committed to improving the health of its people

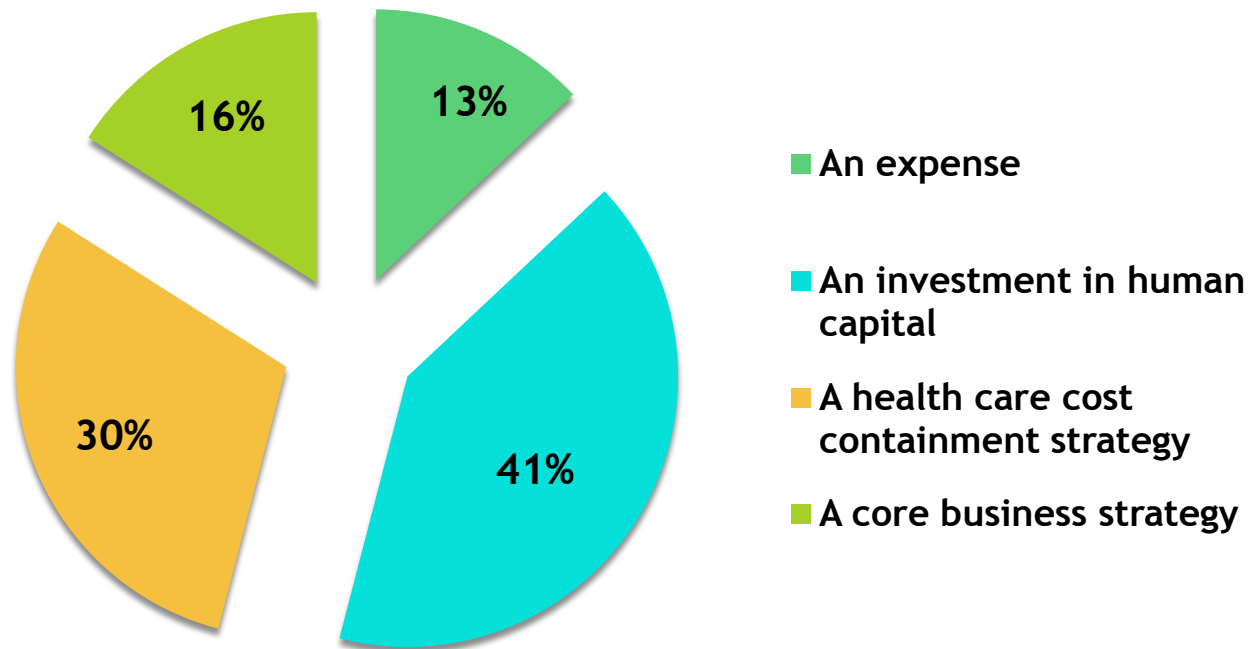
Leader Commitment to Health

Industry Differences



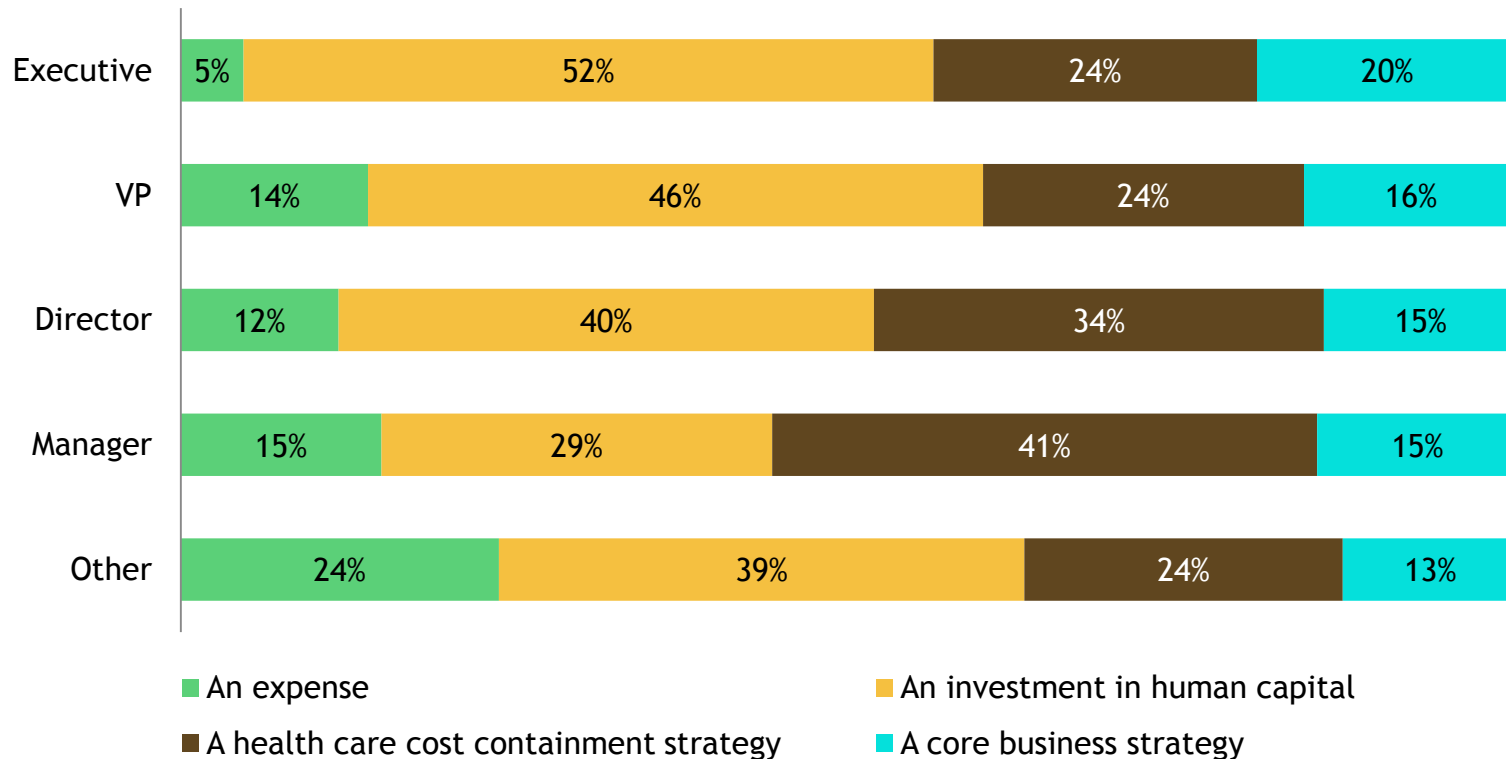
Leadership Views of Health

EE health is viewed primarily as an investment in human capital and a health care cost management strategy



Leadership Views of Health *Differences by Leader Role*

Directors and managers were more likely to say senior leaders view health as a cost containment strategy



Conclusions

- Most leaders view productivity and performance as related but different concepts
- Business leaders recognize health is a significant contributor to productivity and performance but don't name it as top driver
- Health is more likely to be viewed as an investment than a cost containment strategy
- Most leaders say their senior leaders are committed to health improvement but middle managers may not recognize that commitment

Questions?

