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 Gröppel, 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, Staufacker M. How Emory University launched its successful wearable wellness initiative. Employee Benefit Advisor. August 4, 2017. Available at: https://www.employeefenefitadviser.com/opinion/pilot-program-helps-emory-launch-successful-wearable-initiative?brief=00000152-146e-d1cc-a5fa-7cff8fee0000


• 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).


• Wearables in Wellness: Employer Use of Wearable Tracking Devices in Wellness Programs-Executive Summary. 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