



**HERO FORUM**<sup>2023</sup>  
**Doing Well by Doing Good:**  
How Responsible Organizations are  
Addressing Societal Challenges

### **Carmel Clay Schools Teaches Employers How to Implement Lifestyle as Medicine**

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There is an urgent need for increased implementation of Lifestyle Medicine (LM), but barriers remain (e.g., current reimbursement models). Given that employers have long been recognized as having a significant influence on the health and well-being of their employees and their communities, experts have underscored the critical role employers could play in advancing LM. With funding from the Ardmore Institute of Health, the Health Enhancement Research Organization (HERO) conducted research to accelerate the implementation of LM by identifying pathways for employers to: 1) create the conditions for LM to be integrated into employee's health and well-being offerings; 2) relate LM to key business outcomes; 3) consider how they can extend the influence of their whole-person health initiatives into their communities; and 4) advocate for LM reimbursement. Specifically, HERO captured the perspective of employers and "bright spot" organizations who are innovators in LM (e.g., Carmel Clay Schools) in a series of in-depth interviews; identified emerging promising practices; and sought input on and refined the list of emerging promising practices in three interdisciplinary workshops. Results of this initiative will be shared in this interactive session that highlights the story of Carmel Clay Schools—which illustrates how one midsize employer advanced the implementation of LM to improve the health and well-being of their employees and their community while generating considerable cost savings.

#### **Learning Objectives**

After completing this session, participants will be able to:

1. Describe at least three benefits of implementing Lifestyle as Medicine.
2. Identify at least two internal and external strategies employers can use to promote Lifestyle as Medicine within their organizations.
3. List three guiding principles that organizations can follow to advance the implementation of Lifestyle as Medicine in their organizations.

**1 CEU (ADV)**

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