



HERO FORUM²⁰²³

Doing Well by Doing Good:
How Responsible Organizations are
Addressing Societal Challenges

Fostering the Foundations of Well-Being in a Dynamic Healthcare Workforce

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Vanderbilt University Medical Center (VUMC) is a large academic medical center, consisting of six hospitals with approximately 30,000 employees. VUMC Health and Wellness has three departments (Occupational Health, Work/Life Connections-EAP, and Health *Plus*) that engage employees with innovative programs to maximize productivity and well-being. The Health *Plus* program delivers programs that advance healthy lifestyle practices by helping employees establish foundations of well-being through our Koop award-winning health incentive program, lifestyle coaching and skill-building programs. As a result of recent geographic growth, Health *Plus* recently pivoted its program delivery to reach employees regardless of work location through on-site, pre-recorded and virtual programming. This session will provide an overview of how Health *Plus* promotes health in a diverse workforce, discuss strategies for seamlessly adapting programs to engage the remote workforce, and learn strategies to provide high level engagement programs to their workforce. This discussion can provide a starting point for successful development or translation of programs within a rapidly changing workforce.

The following programs will be highlighted:

1. Go for the Gold Health Incentive Program.
2. Skill-building programs to foster healthy habits such as healthy eating, engaging in physical activity, and a mindful approach to managing stress.
3. Risk reduction programs such as lifestyle coaching, diabetes prevention, and hypertension management.
4. Wellness Commodores as wellness champions at the department level.

Learning Objectives

After completing this session, participants will be able to:

1. Describe operational framework components that can be tailored for development of effective health promotion and protective programming for a worksite setting.
2. Describe strategies and tools used to aid in design, delivery, implementation, and evaluation of health promotion and protection programs for a worksite population.
3. Conduct effective marketing strategies to promote health promotion programs in an employee workforce with varying and dispersed work environments.

1 CEU (ADV)

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