

Building a Culture of Health in the Workplace

May 12, 2020
1:00-2:00 PM EDT

Agenda

- **IBI & Research**
- **Culture of Health Study**
 - Rationale
 - IBI's approach
 - Main findings
 - Guidance for employers
- **Panelist Discussion**

Today's Panelists



Brian Davey

Director, Health and Safety, World Bank



Jennifer Posa

Global Head, Employee Mental Wellbeing & Workplace Effectiveness, Johnson & Johnson



Krystal Sexton

Americas Regional Lead, Human Performance and Care, Shell Oil Company

About IBI

**Focus on workforce
health & productivity**



1,300+ corporate members

Develop & provide:



Research



Data



Tools



Learning
opportunities

So business leaders can:



Understand the toll that illness
takes on employee productivity



Recognize the competitive
advantages of investments in
employee health and make
informed decisions accordingly.



What is the value of employee health to businesses?



But there's
more to it



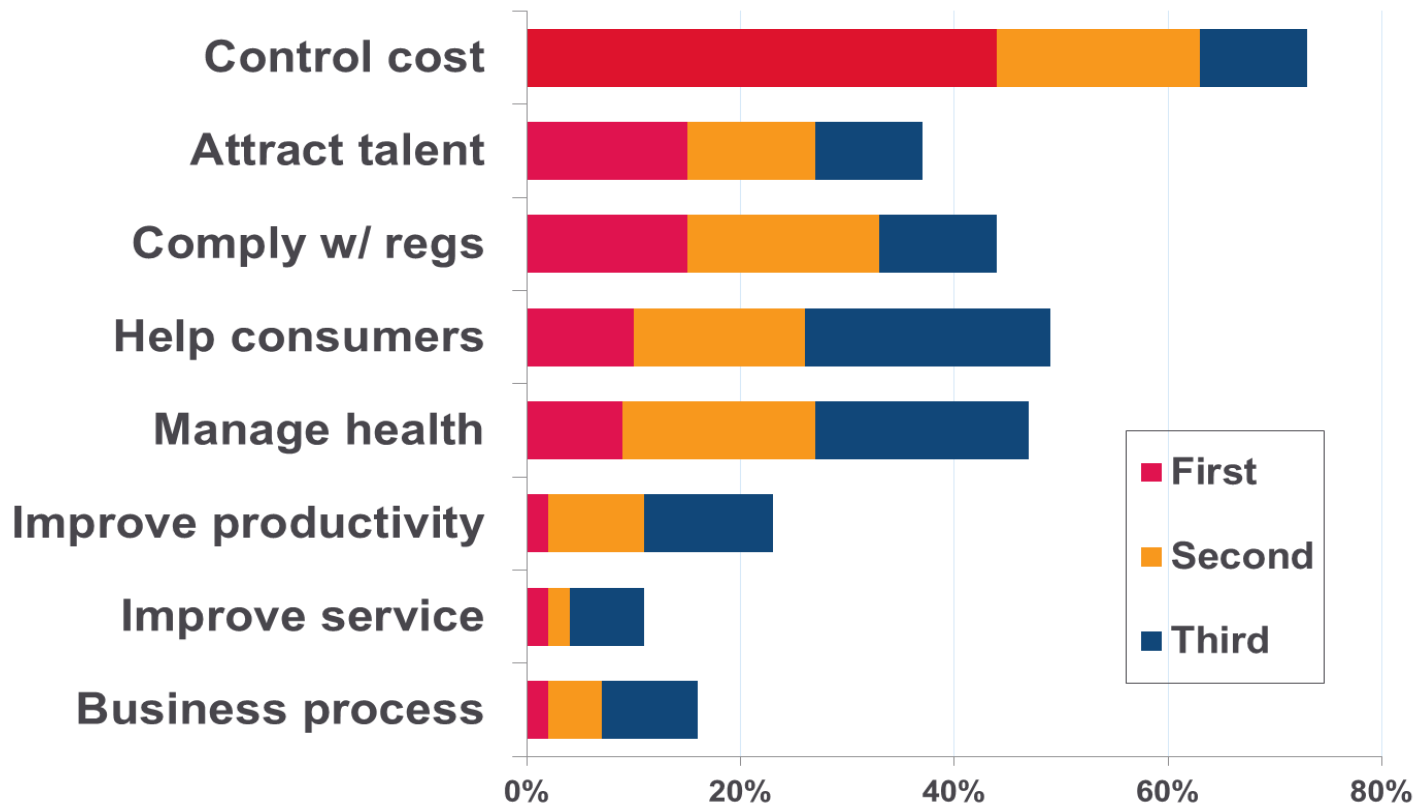
view health benefits as an **important tool** to achieving strategic goals:

- attracting, retaining, and engaging **talent**
- helping employees become better **health care consumers**
- helping employees better **manage their health**

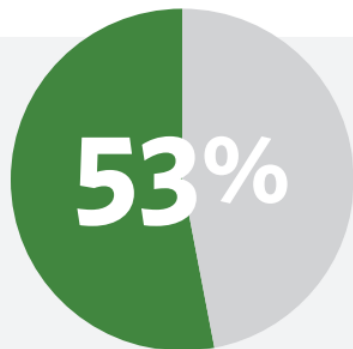
And there's additional value



CFOs' most important goals



And! There's a gap in measurement



say they would be able to make better decisions about benefits if health-related improvements in job performance were **linked to business metrics**

However only
6%
measure the **ROI**
of their benefits



And only
23%
measure **any outcome**



Summary Findings




Favorable organizational culture is positively associated with program participation



Leadership was the most commonly measured element of culture

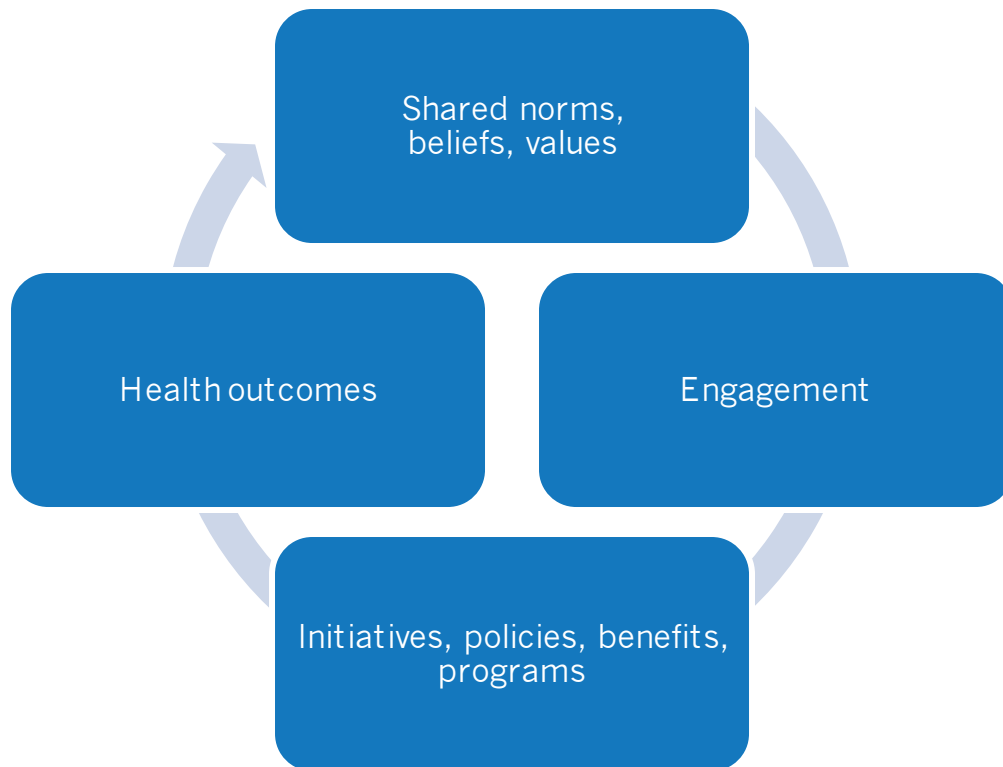


Health promotion/wellness were the most commonly assessed workplace programs



www.ibiweb.org/resource/lead-support-communicate-organizational-culture-and-participation-in-workplace-health-programs/

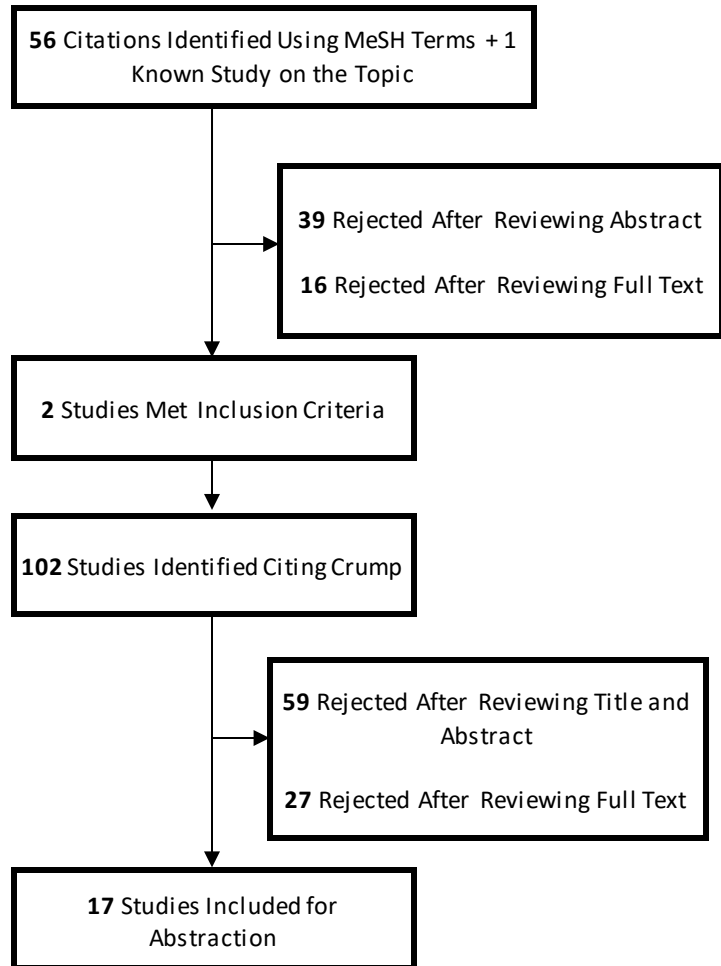
Rationale



Research Question

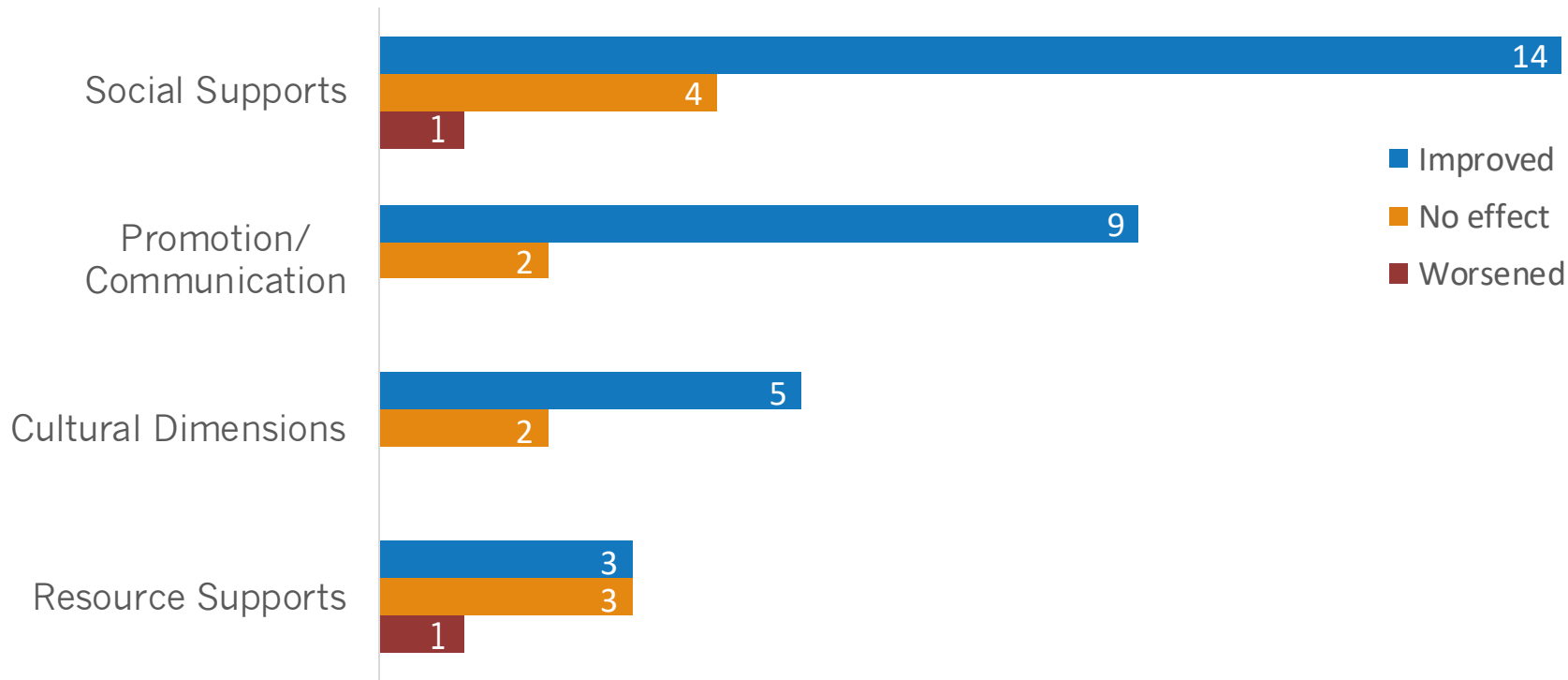
What can we learn about the link between
culture and **program participation**?



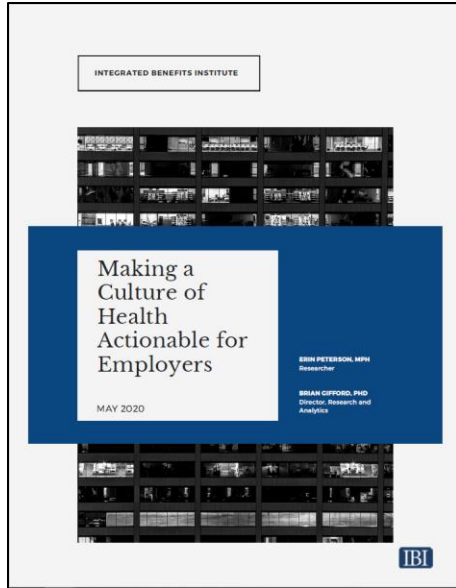


Finding the data

Organizations with favorable cultures had greater program participation



Practical Guidance for Employers



<https://www.ibiweb.org/resource/making-a-culture-of-health-actionable-for-employers>



Align the health of the workforce with the core values of the firm



Make the business case to obtain leadership buy-in



Cultivate models of healthy behavior



Make the right choice the easy choice



Remember: there are limits to what an organizational culture can accomplish

Discussion



To submit live questions, click on **Q & A** at the bottom of the screen, type your question into the box, and click **Send**.



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