

# WELL-BEING HERO STORY

for a large, not-for-profit  
health system



## How one well-being program pivoted based on the needs of its employees

A large, not-for-profit health system with more than 12,000 employees in over 100 locations has made it its **mission to care for the people in the communities it serves – and that includes its employees.** They've spent years developing an employee well-being program that uses sophisticated analytics to find opportunities for employees to improve their health. They have built close, collaborative relationships with their vendors and implemented flexible solutions tailored to meet the specific needs of their employees.

### Ready, willing and able to change

**Their employee well-being program included critical elements to promote whole person health** – support for chronic conditions, weight management, tobacco cessation and mental health. They were confident that the program design would encourage high engagement. They knew, though, that a key component of any successful well-being program is a routine check that they are continuing to meet the needs of the employees it serves. Though this analysis usually happens annually, sometimes unplanned stressors result in changes having to be made in real-time.

**When they started hearing from employees that new and different support was needed due to the pandemic, this team was poised and ready to act.**

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I found myself more saturated in work, not relenting, and realizing I couldn't continue [the] pace with unhealthy and unbalanced ways.

Health system employee

# See a need, fill a need

With health care needs in their communities intensifying, the well-being team focused on **helping employees relieve stress and make time for self-care**. They added:



- Virtual personal training
- Virtual and outdoor group exercise



- EAP webinars
- Self-care listen and learn sessions



- Online health education classes
- Virtual recipe swap and cooking classes

They also ran a campaign focusing on mental health called “Are You Whole?” that promoted new, multichannel access to counseling services.

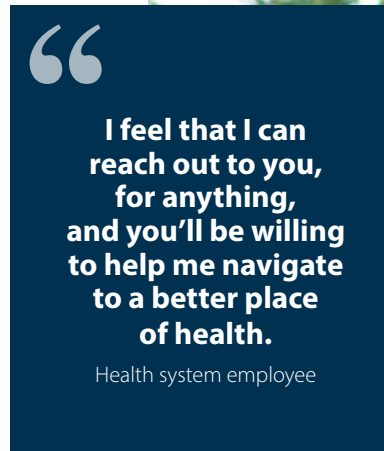
## A clear commitment to overall health and well-being

Each tactic was meant to reinforce a core goal of the health system – to care for others by caring for ourselves – and it worked. Employee feedback was overwhelmingly positive and engagement in these new aspects of the program was high.



Do you know a well-being hero? We'd love to hear the story. Visit us at **ActiveHealth.com** to share it with us.

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**I feel that I can reach out to you, for anything, and you'll be willing to help me navigate to a better place of health.**

Health system employee