

# Wellness: Without Borders



Friday April 20, 2018  
Holiday Inn: Akron West

## AGENDA

7:30-8:30 am	Registration Open: Vendors Open
8:30-8:45	<b>Welcome</b>
8:45-10:00 Ballroom	<p style="text-align: center;"><b>KEYNOTE SPEAKER</b> <b><i>Heart-Centered Leadership: The Forgotten Road to Workplace Wellness</i></b> <b><i>Dr. Joel Bennett</i></b> <b>OWLS</b></p> <p>This presentation reviews both research and concepts on the importance of healthy management, ethical leadership, and positive supervisor support as key predictors of BOTH employee well-being and performance.</p> <p>As described in his coauthored book “Heart-Centered Leadership: LeadWell, LiveWell” Dr. Bennett will lead participants through a self-reflective conversation on the four paths of healthy management: Role modeling health, supporting well-being programs, contributing to the design of a healthy work environment, and treating others with respect. Most importantly, everyone can be a leader or champion of health if they follow any of the four paths. The vast majority of wellness programs tend to view employee health as supported by outside, programmatic efforts. In fact, many employees can be and stay healthy if they work in environments where they also experience healthy management and leadership.</p> <p>Objectives:</p> <ol style="list-style-type: none"><li>1. Cite research showing the importance of management and supervisors to employee well-being</li><li>2. Identify your own tendency to lead from the heart (regardless of your role in the organization)</li><li>3. Be able to discuss principles and virtues of healthy leadership as a key to the success of the workplace</li></ol>

10:00 – 10:15	<b><i>Exhibitor Break</i></b>
	<b><i>BREAKOUT SESSION</i></b>
10:15 – 11:15 Breakout Room A	<p style="text-align: center;"><b><i>Create an Environment of Success: Making the Healthy Choice the Easy Choice</i></b>  <i>April Verdi</i>  <i>Fedeli</i></p> <p><b>SUMMARY:</b> The choice to consume healthy or unhealthy foods is strongly predicted by our environment. After work, you may stop for fast food because of the aroma. Or, while watching your favorite TV show you finished the bag of chips but you cannot remember the taste. Our environment enables us to mindlessly consume more foods and beverages than we realize. However, by changing our environment, we can mindlessly trim 100-200 calories per day resulting in a weight loss of 10-20lbs per year. Strategies like removing the candy dish from your desk or walking through the front door to avoid the kitchen can help you control the amount and type of foods you eat. The purpose of this presentation is to look at how structural changes at home and in the workplace will help you create and sustain healthy lifestyle behaviors.</p> <p><b>OBJECTIVES:</b></p> <ol style="list-style-type: none"> <li>1. Understand how the environment influences eating behaviors</li> <li>2. Identify tools you can use to create an Environment of Success</li> <li>3. Create a workplace environment that supports your company’s culture of wellness</li> </ol>
10: 15-11:15 Breakout Room B	<p style="text-align: center;"><b><i>Cleveland Clinic Making Healthy Choices: How a population health management program has reduced chronic disease and healthcare costs</i></b>  <i>David Pauer</i>  <i>Cleveland Clinic</i></p> <p>Starting in 2009 the Cleveland Clinic Employee Health Plan (EHP) implemented a premium discount program that encouraged their employee Caregivers and family members to stay health and/or to manage chronic conditions. This program has reduced the level of chronic illness significantly and reduced unnecessary utilization of healthcare, resulting in significant savings on healthcare costs for the organization and for the families on the EHP.</p> <p>Objectives:</p> <ol style="list-style-type: none"> <li>1. Identify major drivers of healthcare costs and how to contain them</li> <li>2. Describe the Cleveland Clinic wellness and disease management program for employees and families</li> <li>3. Compare results of Cleveland Clinic outcomes with those of other organizations</li> </ol>

11:15-11:30	<i>Exhibitor Break</i>
	<b>BREAKOUT SESSION</b>
11:30-12:30 pm Breakout Room A	<p style="text-align: center;"><b><i>Workplace Wellness Champions: Lessons Learned and Implications for the Future</i></b>  <b><i>Megan Amaya</i></b>  <b><i>The Ohio State University</i></b></p> <p>Wellness champion teams can be a critical “grass roots” strategy in building a culture of worksite wellness; however, little is known about key elements of programs to prepare individuals for this role and their level of impact. This presentation will describe the components of a worksite wellness champion program at a large public land grant university in the Midwest and the characteristics of individuals who participate in this role.</p> <p><b>Objectives:</b></p> <ol style="list-style-type: none"> <li>1) Attendees will be able to describe the importance of a wellness champion team strategy for enhancing the health and wellness of employees in a worksite wellness program.</li> <li>2) Attendees will understand the Wellness Innovator program components, including processes of recruitment and retention, as well as demographic data of the participants.</li> <li>3) Attendees will be able to describe the level of engagement of participants in the Wellness Innovator program.</li> <li>4)Attendees will be able to describe the level of manager support for their participation in the Wellness Innovator program, and how support influences their level of engagement.</li> </ol>
Breakout Room B	<p style="text-align: center;"><b><i>Single Story Bias</i></b>  <b><i>Jeff Modzelewski</i></b>  <b><i>SHIFT Consulting</i></b></p> <p>We are aware of the ways in which we can most effectively serve diverse clients, but we aren’t always aware of the ways in which our unconscious biases can interfere. This program explores the “Single Story” bias and how it can negatively impact our interactions with others, especially when the bias is operating outside of our awareness. Single stories are single accounts or stereotypes that we hold about others, based on the social group we assume that they belong to. This workshop will explore this concept through interactive activities and discussions.</p> <p>Learning objectives include:  Understanding what Unconscious Bias is and how it can interfere in our interactions  Understanding how these biases manifest themselves through micro messages  Learning skills around how to engage in micro affirmations as opposed to micro inequities</p>

12:30 – 1:30	<b><i>Lunch/Networking/Vendor Session</i></b>
1:30-2:30 Ballroom	<p data-bbox="354 443 1528 537" style="text-align: center;"><b><i>Make It Legal: Compliance Considerations For Workplace Wellness Programs</i></b></p> <p data-bbox="776 548 1101 583" style="text-align: center;"><i>Daphne Kackloudis</i></p> <p data-bbox="597 600 1279 636" style="text-align: center;"><i>Partner at Brennan, Manna &amp; Diamond</i></p> <p data-bbox="354 646 1495 758">Health care, labor, and employment are among the most heavily regulated industries. In this session, we will discuss the federal and state laws that impact worksite wellness programs, and ways in which you can ensure compliance.</p> <p data-bbox="354 804 496 835">Objectives:</p> <ol data-bbox="354 842 1511 1108" style="list-style-type: none"> <li>1. Attendees will gain an understanding of the regulatory environment affecting worksite wellness programs.</li> <li>2. Attendees will familiarize themselves with the federal regulations (specifically ERISA, ACA, ADA, and GINA) that govern worksite wellness programs and the requirements for successful programs.</li> <li>3. Attendees will learn tips for designing their worksite wellness programs in ways that avoid major legal pitfalls.</li> </ol>
2:30-3:00	<p data-bbox="816 1163 1065 1199">Closing Remarks</p> <p data-bbox="889 1209 992 1245">Survey</p> <p data-bbox="797 1255 1084 1291">Exhibitor Giveaway</p>