

corporate wellness programs cost

Corporate Wellness Programs Cost: A Comprehensive Guide

Investing in your employees' well-being is a smart business move, but the question often arises: how much does it actually cost to implement a corporate wellness program? This comprehensive guide dives deep into the financial aspects of corporate wellness, exploring various program types, cost factors, and the potential ROI. We'll help you understand the true cost of corporate wellness programs and arm you with the knowledge to make informed decisions for your organization. Let's get started!

Understanding the Variable Costs of Corporate Wellness Programs

The cost of a corporate wellness program isn't a one-size-fits-all answer. It's highly variable and depends on several critical factors. Think of it like building a house – the foundation might be similar, but the finishing touches and size drastically affect the final price. Similarly, the costs associated with wellness initiatives depend on your company's size, employee demographics, and the specific programs you choose to implement.

1. Program Type and Scope:

The type of wellness program you choose significantly impacts the cost. A simple program focusing on health screenings might cost considerably less than a comprehensive program encompassing mental health resources, on-site fitness facilities, and nutrition coaching. Consider these program types and their relative cost ranges:

Basic Wellness Programs: These typically include health screenings (blood pressure, cholesterol), health risk assessments, and basic educational materials. Costs can range from \$50 to \$200 per employee per year.

Mid-Range Wellness Programs: These build upon basic programs by adding initiatives like biometric screenings, health coaching, and online wellness portals. Costs typically fall between \$200 to \$500 per employee per year.

Comprehensive Wellness Programs: These offer a holistic approach, including on-site fitness centers, subsidized gym memberships, stress management programs, employee assistance programs (EAPs), and nutrition counseling. Costs can range from \$500 to \$1500+ per employee per year.

2. Program Delivery Methods:

How you deliver your wellness program affects the cost. On-site programs with dedicated staff are more expensive than online programs or those delivered through partnerships with external vendors.

In-Person Programs: Involve higher costs due to facility rentals, instructor fees, and staff salaries.

Online Programs: More cost-effective, leveraging technology for program delivery and tracking. Subscription-based platforms and digital tools can significantly reduce upfront investment.

Hybrid Models: Combining in-person and online components can offer a balanced approach at a moderate cost.

3. Employee Participation and Engagement:

While not a direct cost, employee participation is crucial. Low engagement leads to wasted investment. Consider incentives and rewards to boost participation and ultimately maximize your ROI. The cost of incentives (gift cards, raffles, etc.) should be factored into your budget.

4. External Vendor Costs:

Many companies outsource parts or all of their wellness programs. This can range from using a wellness platform to contracting with a health coach or fitness instructor. These external vendor fees vary significantly based on service level and scope.

5. Technology and Infrastructure:

Implementing a robust wellness program may require investments in technology, such as wellness platforms, health tracking devices, or secure data storage. These technological costs must be factored into your budget.

Calculating the Return on Investment (ROI) of Corporate Wellness Programs

While upfront costs are significant, corporate wellness programs offer a substantial ROI. Improved employee health leads to reduced healthcare costs, increased productivity, higher employee retention, and a boost in overall morale and engagement. Consider these key ROI factors:

Reduced Healthcare Costs: Healthier employees mean fewer sick days and lower healthcare claims.

Increased Productivity: Wellness programs contribute to a more engaged, focused, and productive workforce.

Improved Employee Retention: Employees value companies that prioritize their well-being, leading to higher retention rates and reduced recruitment costs.

Enhanced Company Reputation: A commitment to employee wellness enhances your company's reputation and attracts top talent.

Reduced Absenteeism and Presenteeism: Fewer sick days and improved focus reduce lost productivity from both absence and reduced performance while at work (presenteeism).

Determining Your Budget and Choosing the Right Program

Before implementing a wellness program, conduct a thorough needs assessment. This involves surveying your employees to understand their health priorities and preferences. Analyze your current healthcare costs and identify areas where a wellness program can make the biggest impact. This data-driven approach allows you to build a customized program that fits your budget and your employees' needs. Remember to factor in all costs, including program development, implementation, maintenance, and ongoing evaluation.

Conclusion

Implementing a corporate wellness program requires careful planning and budgeting. While the initial investment can seem significant, the long-term benefits far outweigh the costs. By carefully considering the factors discussed above and conducting a thorough ROI analysis, your company can create a tailored wellness program that improves employee health and boosts the bottom line. Remember, investing in your employees' well-being is an investment in your company's success.

FAQs

1. Can I implement a wellness program gradually to manage costs? Yes, you can phase in different elements of your wellness program over time, starting with more affordable initiatives and adding more comprehensive aspects as your budget allows.
1. Are there any tax incentives for corporate wellness programs? In some countries and regions, there may be tax incentives or credits available for businesses that invest in employee wellness programs. Check your local regulations for more information.
1. How do I measure the success of my wellness program? Track key metrics such as employee participation rates, healthcare costs, absenteeism, and employee satisfaction surveys to gauge the effectiveness of your program.
1. What if my employees don't participate in the wellness program? Promote the program effectively, offer incentives, and tailor the program to meet employee needs. Addressing concerns and providing clear communication are key to boosting participation.
1. Can small businesses afford corporate wellness programs? Even small businesses can implement effective and affordable wellness programs by focusing on lower-cost options like

online resources, group discounts on gym memberships, or walking challenges. Prioritize initiatives that align with your budget and employee needs.

corporate wellness programs cost: Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 *Corporate Wellness Programs* offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

corporate wellness programs cost: *Workplace Wellness Programs Study* Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

corporate wellness programs cost: *Workplace Wellness that Works* Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs *Workplace Wellness That Works* provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? *Workplace Wellness That Works* shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, *Workplace Wellness That Works* skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

corporate wellness programs cost: Cracking Health Costs Tom Emerick, Al Lewis, 2013-06-07 *Cracking Health Costs* reveals the best ways for companies and small businesses to fight back, right now, against rising health care costs. This book proposes multiple, practical steps that you can take to control costs and increase the effectiveness of the health benefit. The book is all about rolling back health care costs to save companies and employees money. Working hand-in-hand with their employees, businesses need to ensure that, whenever feasible, employees with the most expensive diagnoses get optimal treatment at hospitals not practicing “volume-driven” medicine for higher profits. Less than 10% of employees incur 80% of costs. About 20% of patients have been completely misdiagnosed, while many others are simply the victims of surgeons who are either practicing bad medicine or overtreating for profit. For example, some companies, such as Walmart and Lowe's, are turning to the “Centers of Excellence” approach author Tom Emerick helped to pioneer while

running benefits for Walmart. By determining which hospitals are adopting the highest standards of care, benefits managers can reduce the number of unnecessary high-cost surgeries and improve employees' overall health. The solution-based approach offered by the book is unique, because it can be implemented by businesses today.

corporate wellness programs cost: *Next-Generation Wellness at Work* Stephenie Overman, 2009-09-15 Fact: Wellness programs benefit the bottom line. Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings. *Next-Generation Wellness at Work* tells how to get in on the action. A nuts-and-bolts, how-to guide for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's expertise is essential: She shows how to motivate workers to take advantage of the program and reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

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corporate wellness programs cost: *Healthy You, Healthy Team, Healthy Company: How to Implement an Employee Wellness Program in Your Organization* Joshua DeTillio, 2021-08-31 Nothing is more important to your company than your employees, and nothing is more important to your employees than their health. A wellness plan can keep your team happy, fit, and motivated while lowering business costs and increasing efficiency. All you need is a roadmap to success-which Joshua DeTillio can provide. DeTillio has more than sixteen years' experience in health care and hospital administration, including creating a popular hospital-wide wellness program. In *Healthy You*,

Healthy Team, Healthy Company, he presents an essential how-to guide on building and maintaining your own wellness plan. In eight stages, ranging from learning how to be an inspiration to incentivizing participation to using data to refine practices, DeTillio will show you how to increase loyalty and morale while decreasing health-care costs. Filled with personal anecdotes and easy-to-implement techniques, Healthy You, Healthy Team, Healthy Company will launch you to the forefront of a wellness revolution.

corporate wellness programs cost: *The Future of the Public's Health in the 21st Century* Institute of Medicine, Board on Health Promotion and Disease Prevention, Committee on Assuring the Health of the Public in the 21st Century, 2003-02-01 The anthrax incidents following the 9/11 terrorist attacks put the spotlight on the nation's public health agencies, placing it under an unprecedented scrutiny that added new dimensions to the complex issues considered in this report. The Future of the Public's Health in the 21st Century reaffirms the vision of Healthy People 2010, and outlines a systems approach to assuring the nation's health in practice, research, and policy. This approach focuses on joining the unique resources and perspectives of diverse sectors and entities and challenges these groups to work in a concerted, strategic way to promote and protect the public's health. Focusing on diverse partnerships as the framework for public health, the book discusses: The need for a shift from an individual to a population-based approach in practice, research, policy, and community engagement. The status of the governmental public health infrastructure and what needs to be improved, including its interface with the health care delivery system. The roles nongovernment actors, such as academia, business, local communities and the media can play in creating a healthy nation. Providing an accessible analysis, this book will be important to public health policy-makers and practitioners, business and community leaders, health advocates, educators and journalists.

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corporate wellness programs cost: **ACSM's Worksite Health Handbook** American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of *ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies* connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of *ACSM's Worksite Health Handbook* includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. *ACSM's Worksite Health Handbook, Second Edition*, has the following features: -An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs -A review of the effectiveness of strategies in worksite settings,

including economic impact, best practices, and the health-productivity relationship -Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning -A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs -An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

corporate wellness programs cost: The Eternally Successful Organization Philip B. Crosby, 1992 The bestselling author of *Quality Is Free*, the book that led America's quality revolution, now offers his proven step-by-step program to keep a company fiscally fit and growing--forever. Crosby proves that Darwin's natural selection also applies to business organizations--survival of the fittest and bankruptcy of the complacent.

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corporate wellness programs cost: *The Healthy Workplace* Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? *The Healthy Workplace* says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick

themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, *The Healthy Workplace* proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

corporate wellness programs cost: *Integrating Employee Health* Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

corporate wellness programs cost: *Presenteeism at Work* Cary L. Cooper, Luo Lu, 2018-08-23 Coming to work sick may do more harm than staying home - for the employee, the team, and the firm. Whilst the cost of absenteeism in organizations has been widely acknowledged and extensively examined, the counter-issue of 'presenteeism' has only recently attracted scholarly attention as a phenomenon that harms employee wellbeing, disrupts team dynamism, and damages productivity. This volume brings together leading international scholars from diverse scientific backgrounds, including occupational psychology, health, and medicine, to provide a pioneering review of the subject. International in scope, the collection incorporates both Western and East Asian perspectives, making it an informative resource for multinational companies seeking to formulate human resource strategies and better manage their culturally diverse workforce. It will also appeal to scholars and graduate students researching human resource management, organization studies, organizational health, and organizational psychology.

corporate wellness programs cost: *Management Lessons from the Mayo Clinic (PB)* Leonard L. Berry, Kent D. Seltman, 2008-05-31 *Management Lessons from Mayo Clinic* reveals for the first time how this complex service organization fosters a culture that exceeds customer expectations and earns deep loyalty from both customers and employees. Service business authority Leonard Berry and Mayo Clinic marketing administrator Kent Seltman explain how the Clinic implements and maintains its strategy, adheres to its management system, executes its care model, and embraces new knowledge - invaluable lessons for managers and service providers of all industries. Drs. Berry and Seltman had the rare opportunity to study Mayo Clinic's service culture and systems from the inside by conducting personal interviews with leaders, clinicians, staff, and patients, as well as observing hundreds of clinician-patient interactions. The result is a book about how the Clinic's business concept produces stellar clinical results, organizational efficiency, and interpersonal service. By examining the operating principles that guide every management decision at this legendary healthcare institution, the authors Demonstrate how a great service brand evolves from the core values that nourish and protect it Extrapolate instructive business lessons that apply outside healthcare Illustrate the benefits of pooling talent and encouraging teamwork Relate historical events and perspectives to the present-day Mayo Clinic Share inspiring stories from staff and patients An innovative analysis of this exemplary institution, *Management Lessons from Mayo Clinic* presents a proven prescription for creating sustainable service excellence in any organization.

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Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

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corporate wellness programs cost: Corporate Wellness Programs R. J. Burke, A. M. Richardsen, 2014 Corporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs into the workplace. Previous research evidence surrounding corporate wellness programs is reviewed, to illustrate reduced health care costs, higher levels of employee well-being, greater work engagement, higher levels of performance, and financial gains on well-being investment costs. In this innovative book, various chapters examine the planning, implementation and evaluation of corporate wellness initiatives with guidance on how to introduce these programs in one's workplace. In addition, organizational case studies highlight best practices and lessons to be learned from them.

corporate wellness programs cost: Emerging Theories in Health Promotion Practice and Research Ralph J. DiClemente, Richard A. Crosby, Michelle C. Kegler, 2002-06-03 Having so many theories put together thoughtfully, proximally, in a single book will help the field come to grips with what the role is of theories as we go forward and address the individual actions, and societal and community influencers of individual action, that promote healthy behaviors. --Jim Marks, director, National Center for Chronic Disease Prevention and Health Promotion, Centers for Disease Control and Prevention New and longstanding threats to public health, such as violence, drug misuse, HIV/AIDS, and homelessness are creating an ever greater demand for innovative theories that are responsive to the changes in the larger social environment. This important work is designed to fill the demand by assembling a careful selection of new and emerging health promotion theories into a single volume, written with an emphasis on practical application of theory to health promotion and health education programs.

corporate wellness programs cost: Crazy Sexy Diet Kris Carr, Sheila Buff, 2011-01-17 The author of the best-selling Crazy Sexy Cancer Tips and Crazy Sexy Cancer Survivor takes on the crazy sexy subject of what and how we eat, drink, and think. Crazysexydiet.com On the heels of Kris Carr's best-selling cancer survival guidebooks and her acclaimed TLC documentary comes her new journey into a realm vital to anyone's health. Infused with her signature sass, wit and advice-from-the-trenches style, Crazy Sexy Diet is a beautifully illustrated resource that puts you on the fast track to vibrant health, happiness and a great ass! Along with help from her posse of experts, Carr lays out the fundamentals of her Crazy Sexy Diet: a low-glycemic, vegetarian program that emphasizes balancing the pH of the body with lush whole and raw foods, nourishing organic green drinks, and scrumptious smoothies. Plus, she shares the steps of her own twenty-one-day cleanse, and simple but delectable sample recipes. In ten chapters with titles such as, "pHabulous," "Coffee, Cupcakes and Cocktails," "Make Juice Not War," and "God-Pod Glow," Carr empowers readers to move from a state of constant bodily damage control to one of renewal and repair. In addition to debunking common diet myths and sharing vital tips on detoxifying our bodies and psyches—advice that draws both on her personal experience as a cancer survivor and that of experts—she provides helpful hints on natural personal care, how to stretch a dollar, navigate the grocery store, eating well on the run, and working through the inevitable pangs and cravings for your old not-so-healthy life. Crazy Sexy Diet is a must for anyone who seeks to be a confident and sexy wellness warrior.

corporate wellness programs cost: The Pig Book Citizens Against Government Waste, 2013-09-17 The federal government wastes your tax dollars worse than a drunken sailor on shore leave. The 1984 Grace Commission uncovered that the Department of Defense spent \$640 for a toilet seat and \$436 for a hammer. Twenty years later things weren't much better. In 2004, Congress spent a record-breaking \$22.9 billion dollars of your money on 10,656 of their pork-barrel projects. The war on terror has a lot to do with the record \$413 billion in deficit spending, but it's also the result of pork over the last 18 years the likes of: - \$50 million for an indoor rain forest in Iowa - \$102 million to study screwworms which were long ago eradicated from American soil - \$273,000 to combat goth culture in Missouri - \$2.2 million to renovate the North Pole (Lucky for Santa!) - \$50,000 for a tattoo removal program in California - \$1 million for ornamental fish research Funny in some instances and jaw-droppingly stupid and wasteful in others, The Pig Book proves one thing about Capitol Hill: pork is king!

corporate wellness programs cost: Why Nobody Believes the Numbers Al Lewis, 2012-06-11 Why Nobody Believes the Numbers introduces a unique viewpoint to population health outcomes measurement: Results/ROIs should be presented as they are, not as we wish they would be. This viewpoint contrasts sharply with vendor/promoter/consultant claims along two very important dimensions: (1) Why Nobody Believes presents outcomes/ROIs achievable right here on this very planet... (2) ...calculated using actual data rather than controlled substances. Indeed, nowhere in healthcare is it possible to find such sharply contrasting worldviews, methodologies, and grips on reality. Why Nobody Believes the Numbers includes 12 case studies of vendors, carriers,

and consultants who were apparently playing hooky the day their teacher covered fifth-grade math, as told by an author whose argument style can be so persuasive that he was once able to convince a resort to sell him a timeshare. The book's lesson: no need to believe what your vendor tells you -- instead you can estimate your own savings using "ingredients you already have in your kitchen." Don't be intimidated just because you lack a PhD in biostatistics, or even a Masters, Bachelor's, high-school equivalency diploma or up-to-date inspection sticker. Why Nobody Believes the Numbers explains how to determine if the ROIs are real...and why they usually aren't. You'll learn how to: Figure out whether you are moving the needle or just crediting a program with changes that would have happened anyway Judge whether the ROIs your vendors report are plausible or even arithmetically possible Synthesize all these insights into RFPs and contracts that truly hold vendors accountable for results

corporate wellness programs cost: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

corporate wellness programs cost: Thrive Arianna Huffington, 2014-03-25 In Thrive, Arianna Huffington makes an impassioned and compelling case for the need to redefine what it means to be successful in today's world. Arianna Huffington's personal wake-up call came in the form of a broken cheekbone and a nasty gash over her eye--the result of a fall brought on by exhaustion and lack of sleep. As the cofounder and editor-in-chief of the Huffington Post Media Group--one of the fastest growing media companies in the world--celebrated as one of the world's most influential women, and gracing the covers of magazines, she was, by any traditional measure, extraordinarily successful. Yet as she found herself going from brain MRI to CAT scan to echocardiogram, to find out if there was any underlying medical problem beyond exhaustion, she wondered is this really what success feels like? As more and more people are coming to realize, there is far more to living a truly successful life than just earning a bigger salary and capturing a corner office. Our relentless pursuit of the two traditional metrics of success--money and power--has led to an epidemic of burnout and stress-related illnesses, and an erosion in the quality of our relationships, family life, and, ironically, our careers. In being connected to the world 24/7, we're losing our connection to what truly matters. Our current definition of success is, as Thrive shows, literally killing us. We need a new way forward. In a commencement address Arianna gave at Smith College in the spring of 2013, she likened our drive for money and power to two legs of a three-legged stool. They may hold us up temporarily, but sooner or later we're going to topple over. We need a third leg--a third metric for defining success--to truly thrive. That third metric, she writes in Thrive, includes our well-being, our ability to draw on our intuition and inner wisdom, our sense of wonder, and our capacity for compassion and giving. As Arianna points out, our eulogies celebrate our lives very differently from the way society

defines success. They don't commemorate our long hours in the office, our promotions, or our sterling PowerPoint presentations as we relentlessly raced to climb up the career ladder. They are not about our resumes--they are about cherished memories, shared adventures, small kindnesses and acts of generosity, lifelong passions, and the things that made us laugh. In this deeply personal book, Arianna talks candidly about her own challenges with managing time and prioritizing the demands of a career and raising two daughters--of juggling business deadlines and family crises, a harried dance that led to her collapse and to her aha moment. Drawing on the latest groundbreaking research and scientific findings in the fields of psychology, sports, sleep, and physiology that show the profound and transformative effects of meditation, mindfulness, unplugging, and giving, Arianna shows us the way to a revolution in our culture, our thinking, our workplace, and our lives.

corporate wellness programs cost: Overdiagnosed H. Gilbert Welch, Lisa Schwartz, Steve Woloshin, 2011-01-18 An exposé on Big Pharma and the American healthcare system's zeal for excessive medical testing, from a nationally recognized expert More screening doesn't lead to better health—but can turn healthy people into patients. Going against the conventional wisdom reinforced by the medical establishment and Big Pharma that more screening is the best preventative medicine, Dr. Gilbert Welch builds a compelling counterargument that what we need are fewer, not more, diagnoses. Documenting the excesses of American medical practice that labels far too many of us as sick, Welch examines the social, ethical, and economic ramifications of a health-care system that unnecessarily diagnoses and treats patients, most of whom will not benefit from treatment, might be harmed by it, and would arguably be better off without screening. Drawing on 25 years of medical practice and research on the effects of medical testing, Welch explains in a straightforward, jargon-free style how the cutoffs for treating a person with “abnormal” test results have been drastically lowered just when technological advances have allowed us to see more and more “abnormalities,” many of which will pose fewer health complications than the procedures that ostensibly cure them. Citing studies that show that 10% of 2,000 healthy people were found to have had silent strokes, and that well over half of men over age sixty have traces of prostate cancer but no impairment, Welch reveals overdiagnosis to be rampant for numerous conditions and diseases, including diabetes, high cholesterol, osteoporosis, gallstones, abdominal aortic aneurysms, blood clots, as well as skin, prostate, breast, and lung cancers. With genetic and prenatal screening now common, patients are being diagnosed not with disease but with “pre-disease” or for being at “high risk” of developing disease. Revealing the economic and medical forces that contribute to overdiagnosis, Welch makes a reasoned call for change that would save us from countless unneeded surgeries, excessive worry, and exorbitant costs, all while maintaining a balanced view of both the potential benefits and harms of diagnosis. Drawing on data, clinical studies, and anecdotes from his own practice, Welch builds a solid, accessible case against the belief that more screening always improves health care.

corporate wellness programs cost: State of The Global Workplace Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

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corporate wellness programs cost: *The Music Diet* Julia Jones, 2021-01-31 This book outlines the many ways that music can improve your wellbeing if you embed it in your life and your workplace. This is the one diet you'll want to stick to for life. Dr Julia Jones (aka Dr Rock) has been studying the effects of music on human behaviour for 20 years. While working as a Sport Psychologist with GB Olympic squads, her MSc research examining the effects of music on focused performance, resilience and motivation was published in the Journal of Sport Sciences. Julia's PhD research examining the effects of music exposure during youth forms the basis of her current work with the NHS' first dementia village opening 2020. She contributes to a number of UK Government groups and commissions relating to health, technology and education. She is a member of the British Neuroscience Association and currently studying applied neuroscience principles and the effects of music on stress, attention, mental health and brain function at the Institute of Psychiatry, Psychology & Neuroscience at King's College, London.

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research on communicative processes as they relate to health and health care, and provides directions for future research. For scholars & professionals in health communication, public health, psychology, & related areas.

corporate wellness programs cost: A Passion For Wellness Rachel Sapoznik, 2015-12-10
FINDING WELLNESS: SICK CARE TO WELL CARE Make health a priority and grow your company without the fear of having to provide health insurance you can't afford. You can take control. A Passion for Wellness: Healthy Employees, Healthy Bottom Line is your resource for learning how wellness education, strategy, and implementation can promote a shift from treating illness to promoting health. Increase your profit margins, boost employee engagement, and promote a happy, healthy workplace that positively impacts your bottom line. "A Passion for Wellness effectively communicates what I've learned from working with Rachel Sapoznik and her team over the years—focusing on preventative care and promoting wellness not only saves money, it saves lives. The approach outlined in this book is the only way businesses can afford to continue supporting healthy, productive employees. Rachel and her team are the perfect complement to any organization looking to make a lasting, positive impact on its bottom line." —Jose Minski, CEO of Health Products Holdings, LLC, Sunrise, Florida

corporate wellness programs cost: How to Use Finance and Accounting in HR (Collection) Bashker D. Biswas, Steven Director, 2013-08-08 In Compensation and Benefit Design , Bashker D. Biswas shows exactly how to bring financial rigor to the crucial people decisions associated with compensation and benefit program development. This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs. Next, Biswas thoroughly addresses the acquisition component of compensation, as well as issues related to general compensation, equity compensation, and pension accounting. He assesses the full financial impact of executive compensation programs and employee benefit plans, and discusses the unique issues associated with international HR systems and programs. This book contains a full chapter on HR key indicator reporting, and concludes with detailed coverage of trends in human resource accounting, and the deepening linkages between financial and HR planning. Replete with both full and mini case examples throughout, the book also contains chapter-ending exercises and problems for use by students in HR and finance programs. HR managers are under intense pressure to become strategic business partners. Many, unfortunately, lack the technical skills in financial analysis to succeed in this role. Now, respected HR management educator Dr. Steven Director addresses this skill gap head-on. Writing from HR's viewpoint, Director covers everything mid-level and senior-level HR professionals need to know to formulate, model, and evaluate their HR initiatives from a financial and business perspective. Drawing on his unsurpassed expertise working with HR executives, he walks through each crucial financial issue associated with strategic talent management, including the quantifiable links between workforces and business value, the cost-benefit analysis of HR and strategic financial initiatives, and specific issues related to total rewards programs. Unlike finance books for non-financial managers, Financial Analysis for HR Managers focuses entirely on core HR issues.

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