

WELLNESS CONSULTING

Willis HRH wellness consultants can assist you in maximizing the health and productivity of your workforce through the development and implementation of targeted wellness strategies and programs. These programs can go a long way towards reducing unnecessary lifestyle-related claims and preventing future illnesses and injuries. We help you plan, design, implement and evaluate strategic wellness initiatives that deliver a positive return on investment.

We customize services to meet the distinct needs of our clients. Some clients focus on awareness and education. Others include health and lifestyle assessments and behavior change initiatives. Some seek to enhance traditional programs through a population health management approach. We have structured a variety of tools and resources to respond to our clients' precise interests and needs and we can help organizations adapt their programs from year to year as employer and employee interests grow and change.

Whatever your situation and goals, we can show you how to maximize a variety of resources: first, the Willis HRH service package; second, the services of your insurance vendor and health care provider system; and third, if necessary, additional vendors that we can help select.

NEEDS ASSESSMENT

Understanding the needs, interests and challenges of each employer allows our consultants to tailor their approach and target key health initiatives. This assessment phase is often continual, allowing you to regularly review your program and optimize resources and outreach efforts. Willis HRH can provide templates for surveys, assist with data analysis and help you find the right vendor for a health risk assessment survey or screening program.

BUSINESS PLANNING

Based on the assessment results, Willis HRH consultants work with you to identify goals and strategies for your wellness programs. We have sample business plans for basic,

intermediate and advanced program planning. Templates include a guide for developing a mission/vision, goals/objectives, and a timeline. The templates also help identify key stakeholders and outline evaluation, budget and communication strategies. At this stage, we can also identify appropriate Willis HRH resources or other partners who may be instrumental in implementation.

IMPLEMENTATION SUPPORT

As you work through promoting and implementing your selected programs and services, Willis HRH can provide additional support through seminars and webinars on current trends and specific topic updates. We have also developed a series of communication and marketing materials on health topics that may help support ongoing wellness efforts. Our consultants can identify and maximize resources in the community and through vendor partnerships.

EVALUATION

Designing a comprehensive evaluation or return-on-investment strategy begins in the program planning phase. Willis HRH never loses sight of the importance of identifying and gathering appropriate data throughout the planning, design and implementation process. This strategy often involves the inclusion of data sources – from insurance carriers to vendors – that may be involved with the program.

WELLNESS PLAN OPTIONS

In addition to custom consulting, Willis HRH offers three core wellness program plans, designed to help you find the right mix of tools and resources to best meet your needs. Within these plans are a variety of resource guides, sample templates and ready-to-use resources to assist you as you get started and build your program over time.

PLAN OPTIONS	PLAN 1 Getting Started with Worksite Wellness	PLAN 2 Traditional Wellness Program	PLAN 3 Customized Wellness Consulting
Sample Timeline	●	●	●
Guide to Building a Healthy Worksite Culture	●	●	●
Employee Wellness Interest Survey Tool Kit	●	●	●
Creating a Wellness Committee Tool Kit	●	●	●
Health Fair Tool Kit	●	●	●
Education & Awareness Campaign Materials	●	●	●

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Resource Guides for Physical Activity, Weight Management/ Nutrition and Tobacco Cessation Programs	•	•	•
Biggest Loser League	•	•	•
Willis Rewards	•	•	•
Virtual Health Fair	•	•	•
Jillian Michaels Diet/Fitness Program Discounts	•	•	•
Willis Rewards - <i>with Incentive Tracking & Administration</i>		•	•
Guide to Health Risk Assessment Programs		•	•
Business Plan Templates		•	•
Guide to Return on Investment		•	•
HealthyStrides - Health Risk Assessment, Online Tools, Health Coaching and Health Screening Options		•	•
Customized Wellness Consulting			•
Well Workplace Checklist			•
HERO Best Practices Checklist			•
Best Practices in Employee Health Management			•
Sample Leadership Survey			•
Guide to Incentive Design			•
Guide to Health Coaching			•
Sample Metrics and Dashboard Reporting			•
WillisMed			•

CONTACT

Please contact your Willis HRH Client Advocate to learn more about how Willis HRH partners with HR to manage human capital costs – one employee at a time.