

ManageWell's Analytics Platform Answers Wellness Questions

Are we providing the right resources? Is employee health improving?
What's the impact to the organization?



When it's your job to create sustained, positive change among the behaviors and health risks of your workforce population — you need long-term data collection and analytics to drive decisions, communicate impacts, and shore up resources.

Organizations have realized substantial returns from their wellbeing investments.*

Effective wellness initiatives have:

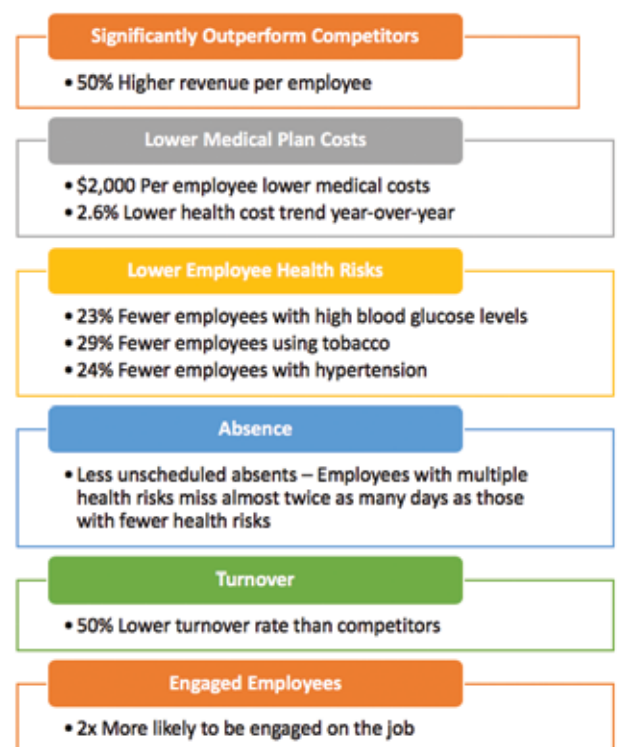
- High participation rates
- Successfully connected their wellbeing program value to overall business outcomes;
- Reduced medical costs, high turnovers, workplace accidents, and absenteeism.

How? They Stopped Shooting In The Dark.

Getting there takes a strategic approach. The high performing employers invested in an analytic framework and built their wellbeing programming on what proved to be working.

* Linking Workplace Health Promotion Best Practices and Organizational Financial Performance Tracking Market Performance of Companies With Highest Scores on the HERO Scorecard.

High Performing | High Impact Well-Being Program Results



Source: Improving workforce health and productivity; Willis Towers Watson 2015/2016 Staying@Work Survey

Data — not hunches, whims, or trends — drive better decision-making to successfully close the gaps between strategy, execution, and results. And its working.

An Enterprise-Ready Analytic Framework

There Is A Science Behind Creating Relevant, Measurable Programming That Drives Sustained Engagement.

It's actionable data that drives relevant, personalized wellbeing experiences, proves impact, and delivers on value.

Mayo Clinic + Wellvation

Wellvation's sophisticated analytic framework, automates scientifically-validated understandings of human behavior and leverages Mayo Clinic expertise into every aspect of wellbeing programming.

It is a cyclical, multi-pronged process that improves employee experiences and accelerates health improvements.

Get Result-Oriented Answers

From initial interactions to deep dives, ManageWell standardizes and normalizes complex data sets into easily understandable formats.

Comprehensive, enterprise-ready dashboards report on employee experiences and measurable values clearly demonstrate how effectively the wellbeing program is achieving its key business objectives.

Build your Wellbeing Program Around What Works

71% of employers report not knowing which wellbeing initiatives work

64% report not having a process to measure impacts or make improvements

6 in 10 US employers having no strategy for evaluating their wellbeing program

2015/2016 Employee Health and Business Success; Willis Towers Watson Staying@Work Survey

Wellness coordinators simply can't prove or improve program impacts without a simplified, long-term data collection and analytical framework that shows what is working and how to move the needle.

Step 1: Segment your Workforce into Priority Risk Stratification

Identify Your Biggest Opportunities for Impact

From hard data gathered from a validated Health Assessment that uses Mayo Clinic's proprietary question set, Wellvation assesses and segments your entire workforce population into priority risk stratifications to understand your biggest impact areas.

- Identify root causes of the diseases that are associated with significant healthcare costs
- Determine risk factor prevalence in the workforce
- Understand perceptions and readiness to change
- Isolate opportunities to improve, maintain and prevent disease progression

Continuous Employee Improvement Process

In the background, ManageWell continuously gathers, validates and shares valuable data sets from a wide variety of sources to engage employees on their own risks, conditions, self-efficacy, motivations, confidence, and perceptions.

It's a continuous engagement process that hones in on those moments when employees are open and motivated to change.



Know who and when to target

Accelerate health improvement by discovering your biggest impact areas and opportunities to improve health and prevent disease.

Step #2 – Build Data-Driven Programming Based on What Works

Personalize your Program. Automate Your Process.

Define your wellbeing program strategies and align tactics by using multiple data points to link key performance indicators to program impact measures.

Using your assessment insights, Wellvation's team of experts work with you to customize and automate the ManageWell platform's analytic framework.

- Easy and reliable administrative tools to increase employee participation in both on-site and on-line programs
- Ensure effective program management and proper employee support
- Link organizational key performance indicator goals to program impact measurements
- Customize visual dashboards

As Soon As Data Hits The System, It's Activated

You'll know what is working and what needs a refresh in real-time. Wellness coordinators then maximize impacts with insight-driven programming that flexes with every step that employees take forward and especially with each step they take back.



Reduce the effort of managing even the most comprehensive well-being initiatives with the ManageWell platform.

Step 3: Improved Employee Experience

Making an impact depends on your wellbeing program's ability to deliver relevant and meaningful programming at the moment employees are motivated to engage. Miss the mark and employees stagnate, results stall, and time and money is required to rebuild and start again.

Identified By In-depth Data Analytics

Wellvation personalizes each individual's participant health portal to meet their unique needs.

ManageWell gathers, standardizes and shares valuable data sets from a wide variety of sources to engage employees in improving their health based on their health risks and their degree of confidence & importance to change.

Regain Individual Accountability

ManageWell aligns relevant and meaningful Mayo Clinic content, fun and engaging challenges, and the 'whole being' tools participants need to regain individual accountability and improve their health.

This Is Where Incentives Alone Fall Short.

Carrots may peak interest, but they don't deliver the intrinsic motivation to nudge employees towards action.* Only relevant, meaningful information sparks intrinsic motivations, and wellness coordinators need continuous impact data to highlight the nuanced path towards relevancy, personalization, and engagement.

*"The Puzzle of Motivation." Dan Pink. TED Talk. July 15, 2009.



Ensure employees are getting the right resource, at the right time, to meet their health and well-being goals.

Actively Engaged Employees

Not one and done but a sustained engagement for employees to set targets, enter challenges and earn rewards for meeting goals or completing specific activities to acquire and maintain healthy behaviors.

Step 4: Measure And Report

Wellvation's Analytic Framework Speaks C-suite

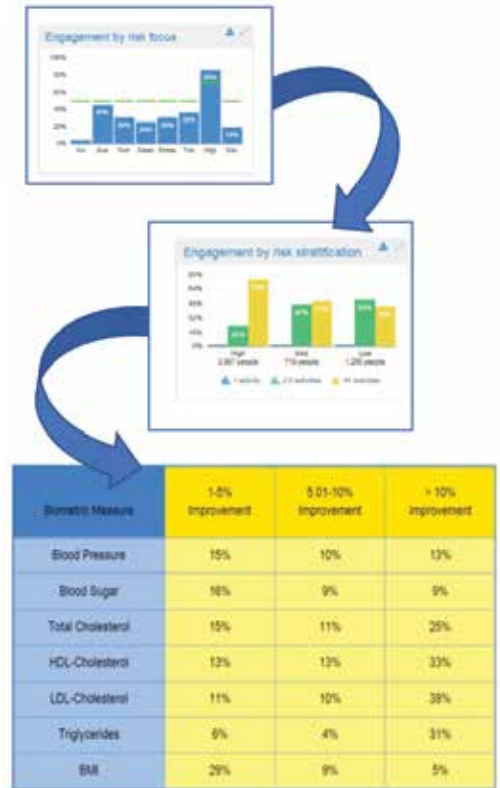
Keeping stakeholders up to date on your wellbeing program's impacts and value proposition is a sure strategy for aligning organizational resources to goals met through wellbeing strategies.

With Wellvation You Know

- What targeted segment groups are your highest health risk factors
- Whether participants are choosing the right program for their lifestyle and health goals
- Whether leadership is creating the right environment and culture that supports health changes
- What HR policies encourage participation in wellness programming

Then It Repeats.

Wellvation's analytics continues to process impact metrics and breakdown data into highly segmented population reports to illuminate gaps between strategies, execution and results for real-time fine tuning based on what works.



Satisfaction. Support. Relevancy. Engagement.

It's actionable data that drives relevant, personalized wellbeing experiences, proves impacts, and delivers on value.

Wellvation provides our clients with a greater level of clarity regarding the value of their wellness efforts.

The sophisticated technical capability of ManageWell, in combination with Mayo Clinic expertise, assess the performance of the health and well-being management programs offered to employees.

Understanding results is a pivotal part of closing the gap between strategy to execution. Using a data-driven approach leads to better informed business decisions and solutions that make immediate impact.

- **Coordinators** can use the core metrics and deep data breakdown to identify gaps in their employee health management programs and fine-tune offerings.
- Data analysis for reporting to **C-Suite stakeholders** is the best way to keep strategy aligned with organizational goals; determine progress; make corrections and ensure feedback.
- **Participants** will benefit from relevant resources being offered to them that are best suited to helping them improve their health based on their health risks, conditions, confidence and motivations.

To effectively track, monitor and measure progress, you need a systematic approach.

Wellvation provides the framework; a multi-step, cyclical process to help you keep track of your population's health risk status, identify where they need to improve, and ensure they're getting the right resource at the right time to meet their health and well-being goals.

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