

Recharge 2017

NDPERS Wellness Coordinators

Worksite Wellness

- Sharing successes
- What do you attribute to these successes?
- What obstacles have you overcome?
- What has been your best learning experience?



Current Approach

Risk Identification → Outreach/Education → Compliance

A New Approach

Leverage strengths, values, motivators



Strategize challenges



Behavior change



Optimal wellness

A Shift in Thinking

Weakness based

- Risk identification
- Decrease suffering
- Feelings of guilt, negativity, stigmatization
- Can be a costly method to tell us what we all know we “should” do- eat better, exercise, and stress less

Strength based

- Strength identification
- Increase well-being
- Improves mind-set and self-efficacy
 - Goal mindset vs catastrophe
 - View obstacles as opportunities to be challenged, learn, or grow

Questions?

Wellness Coaching



What is Wellness Coaching?

Wellness coaches will.....

- Develop and implement personal wellness plans
- Assist with finding meaningful and appropriate goals
- Leverage support and strategize to overcome obstacles

What is Wellness Coaching?

Outcomes

- Types of goals
 - Vision
 - Long term
 - Daily/Weekly
- 94% meet wellness coaching goals

95%

Improved
health and
well-being

86%

Improved
energy

89%

Improved
mood

Try It

Wellness coaching session



When and How to Promote

Wellness coaching program

- Individual or group
 - Individual: telephonic
 - Group: in person or online webinar
- Open ended: thinking about a change or not sure where to start?
Coaching can help!
- Specific topics
 - Referrals from screening
 - Sign up promoted with trainings and challenges
 - Nicotine cessation

Questions?

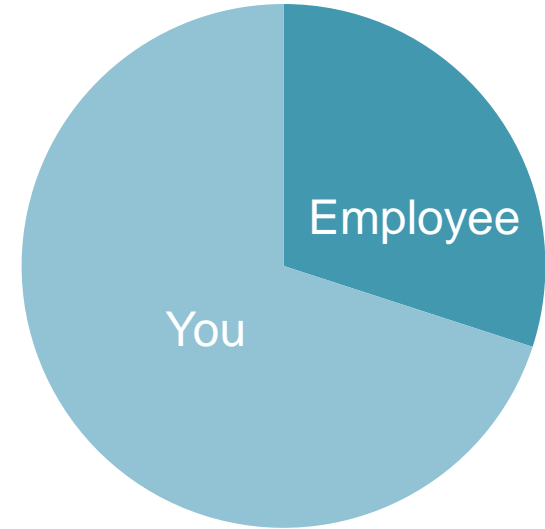
Break

Shape the Culture that Shapes the Thinking

Wellness Ownership

70 | 30 rule

Employers influence employee behavior the most.



Workplace Culture

Defining your workplace

Shape the culture

- Assessing culture
- Engaging: employees and leadership
- Environment: Fueling the workplace



Assessing Culture

Well intentioned, well planned programing can backfire

What we already know:

- Everyone needs to improve a healthy habit.
- Claims data
- Health risk assessments
- Screening

What we need to know:

- Are they willing and how?
- Qualitative data
 - Engagement surveys: Sanford Health Plan's Career Well-being Screening
 - Focus Groups
 - Stay interviews
 - Low tech

Engagement strategies

Everyone is different

- Not ready for change
 - I can't or I won't
- Thinking about or preparing for change
- Making a change
- Maintaining



Engagement strategies

Leadership engagement

- Lead by example
- Introduce new programs
- Communicate changes
- Coordinate internal data requests
- Incorporate wellness at team meetings/trainings



Assessing and Engaging

In an ideal world, your workplace culture would _____.

What are some of the challenges and barriers?

What would you like to do?



Questions?

Let's Move

Fuel For the Workplace

Providing healthy food options in the workplace

Fuel for the Workplace

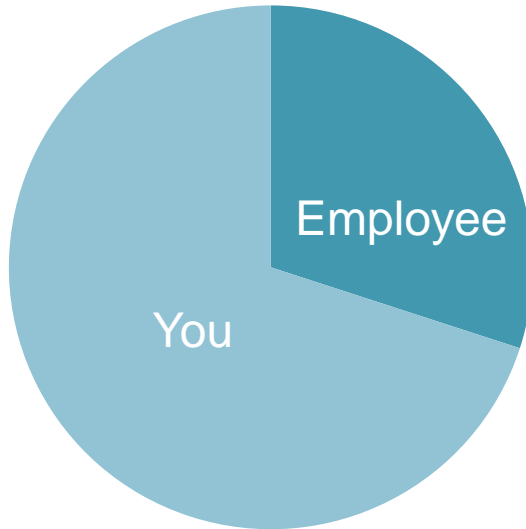
Overview

- Create a culture of health and wellness
- Show your staff that you care about their health
- Make the healthy choice the easy choice
- Learn ways to order healthier foods for work events



Wellness Ownership

**Employers influence employee
behavior the most**



What we **eat** has a direct correlation
to our **mood** and how we **move**.





Shape the **culture**
that shapes
the **thinking**.

What **foods** and **beverages** are
typically available at your **workplace**?

Breakfast basics

- Variety of fruit
- No sugar added Greek yogurt
- 100% whole grain breads or bagels
- High-fiber cold or hot cereals
- Hard boiled or cooked eggs
- Lean meat like turkey sausage, low sodium ham or Canadian bacon





Try This

YOGURT PARFAIT BAR

- Low fat or 0% fat Greek yogurt
 - Less than 10 grams of sugar
- Fresh or frozen fruit
- Chopped nuts
- Granola
 - Less than 10 grams of sugar
- Cinnamon
- Fat free whipped topping

Try This

HOT OATMEAL BAR

- Cooked whole grain oats
- Nuts: walnuts or pecans
- Spices: cinnamon or nutmeg
- Fruit: fresh, frozen or dried



Lunch & Dinner Selections

- Lean meat
- Grilled, roasted, broiled or baked
- Round or loin cuts
- 4 ounce portions
- Whole grain breads and wraps
 - Serve 4 inch or halved
- Cooked or raw vegetables
- Fresh fruit
- Low fat dairy



Try This
**BUILD YOUR OWN
SALAD BAR**



Try This
**HEALTHY SANDWICH
OR WRAP**



Healthy Side Dishes

Selections

- Low sodium, broth based soup
- Cooked whole beans or legumes, serve hot or cold
- Cooked whole grain quinoa or brown rice, serve hot or cold
- Fresh vegetable or fruit tray
- Marinated vegetable salad
- Lettuce salad
- Fruit salad
- Steamed vegetables



Snacks

Selections

- Nuts
- Whole grain crackers
- Raw vegetables or fresh fruit
- Yogurt
- String cheese
- Jerky
- Granola bar



Healthy Choices Everyday

A healthy environment is created when employees have nutritious options available



Celebrating in the Workplace

- Bowling
- Enjoy the park
- Go outside
- Play a game
- Coffee break



Provide a
Healthy Treat



Healthy Potlucks

- Build your own
 - Yogurt, sandwich or salad
 - Everyone brings one ingredient
- Ask employees to bring fruit and vegetable side dishes
- Healthy recipe theme



Fresh to Desk & Break Room Assessment

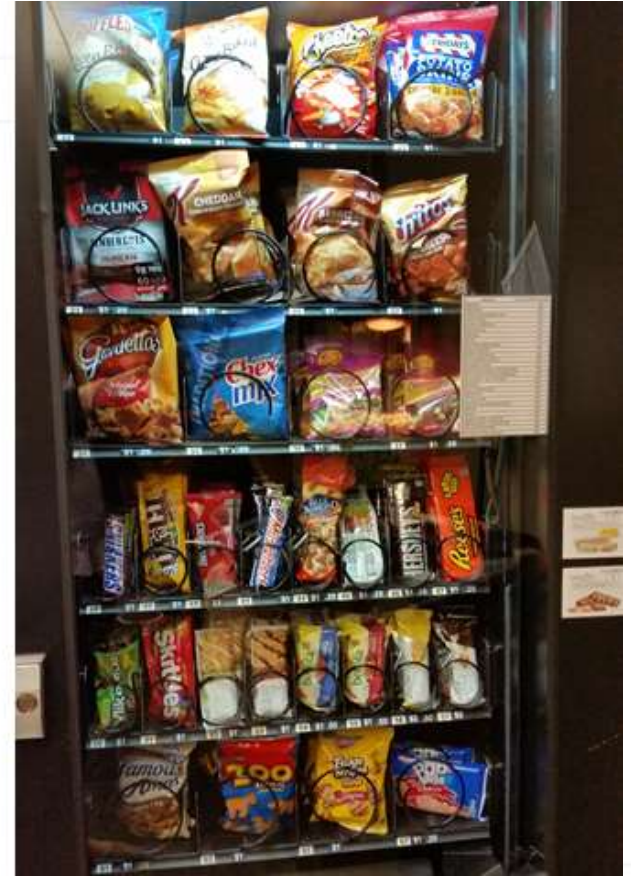
Fresh to Desk

- Increase availability of fresh fruits and vegetables
- Daily, weekly or monthly
- For free, reduced cost or at cost



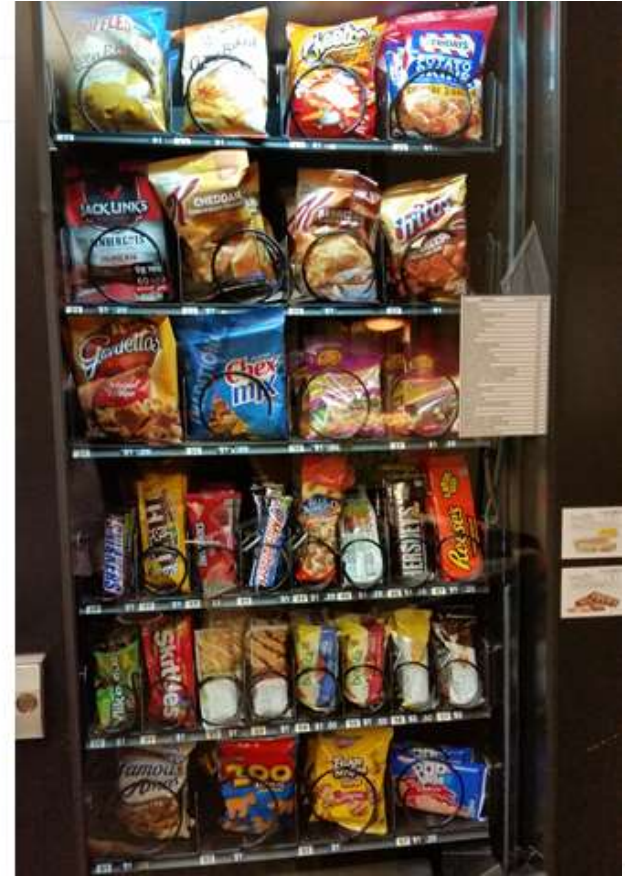
Break room evaluation

- Creating environments where employees thrive
- Look at physical break room space
- Recommendations to improve the current environment and culture



Vending evaluation

- Review current food and beverage vending
- Display nutritional information
- Promote all 5 food groups
- Encouraging 50% of food and beverages to fall into “best” listing



Questions?

Employer Based Wellness Program

Employer Based Program

1% discount requires 5 points

1 point for these required steps

- Submit Commitment Agreement
- Appoint a Wellness Coordinator
- Attend an annual workshop

4 points for remaining program activities

- One Day Program: 1 point
- Multi-Day Program: 2 points
- Comprehensive Wellness Plan: 4 Points



Comprehensive Program

Requirements to earn 4 points

- Form a wellness committee
- Develop wellness mission and goals that align with the organization's mission and goals
- Carry out specific initiatives to realize goal and mission
- Kick off
- Educational materials posted (posters, emails)
- Monthly wellness activities
- 4 week challenge to support initiatives
- Follow up surveys and evaluation

Employer Based Program

Wellness benefit funding

Complete Application

- \$500.00 or actual program plus 75% of actual expenses exceeding \$500.00
 - Max benefit of \$1,000.00
- \$2.00 times the total number of health contracts



Employer Based Program

Utilizing wellness benefit funding

- Biometric screenings
- Flu shots
- BP Screening
- PERS sponsored programs
- Wellness speakers/fitness instructors
- Wellness education materials



Mark Your Calendar

Timeline for Employer Based Wellness Program Application

- **February 28:** Submit Wellness Program Discount Application and Wellness Benefit Funding Program Application
- **April:** Discount approval notification
 - Unapproved applications have a chance to revise
- **May 31:** Submit previous year's Employer Based Wellness Program Year-end Activity/Program Confirmation
- **June:** Funding assistance notification
- **July:** New Plan Year begins
 - Continues through June 30
 - Rates will be updated to indicate participation or non-participation in wellness effective July 1

Wellness Coordinator Role

- Collaborate
- Stay Informed
- Spread the word



Collaborate

- Ensure everyone at your worksite knows there is a wellness benefit and how to access the benefit
- Utilize the Sanford Health Plan Wellness Educators to support your colleagues in their wellness pursuit through onsite programs or other workplace activities



Stay Informed

Stay engaged in what's new with the Dakota Wellness Program so you can effectively educate others

- Participating in monthly webinars
- Read monthly Wellness Coordinator Update



Featured Wellness Activities

- *The Blue Zones Solution: Eating and Living Like the World's Healthiest People* by Dan Buettner
Drawing from research and the daily rituals of centenarians, this book can help you start to build your own personal blue zone and eat like the world's healthiest people.
- What's your reason to quit?
NDPERG Tobacco Cessation Program
The NDPERG membership provides Sanford Health Plan members with the support they need to quit, without any out-of-pocket cost. Read through our FAQ to find out if your agency is eligible for this program and share with employees.
[Click here for more information](#)

Share With Your Colleagues

- Monthly newsletter now featuring the book club
- Monthly well-being theme flyer (8 1/2 x 11)
- Monthly well-being theme poster (11 x 17)
- The separate monthly book club flyer has been discontinued

View and download all of these items during the month of September on the Sanford Health Plan Dakota Wellness Program webpage
Items will be available through September 30, 2017.

To view past wellness coordinator newsletter issues from August 2017 and earlier click [HERE](#).

Monthly Well-being Education Fighting Inflammation

The connection between inflammation and major diseases such as heart disease, Type II diabetes, degenerative and autoimmune disease, chronic pain, obesity and even depression is currently being researched. Normally, inflammation helps heal the body in response to infection, pain or distress, but it can become problematic if the body has an overactive or chronic response, which can damage tissue, leading to or worsening disease.

Lifestyle interventions are safe and effective strategies for a healthy inflammatory response.

- Food can create or resolve inflammation.
- Physical activity reduces stress hormones and fat cells that produce inflammation.
- Stress hormones activate the inflammatory process.

For ways you can fight inflammation using food, exercise and stress reduction, read our monthly newsletter and take our recommended quiz, True Vitality Test, for a personalized plan to fight inflammation.

September Health Observances

Baby Safety
Blood Cancer
Childhood Cancer
Fruit and Veggies More Matters
Healthy Aging
National Recovery
National Childhood Obesity
National Cholesterol Education
National Food Safety Education
National Ovarian Cancer
National Menopause
National Preparedness
Prostate Health
Whole Grains
10-10—Suicide Prevention
30—Family Health and Fitness

Find a complete list of observances at healthfinder.gov/NHO

Contact Your Wellness Team

Western Regions
Amy Keller
amy.keller@sanfordhealth.org
(701) 557-0050

Eastern Regions
Kataria Gullickson
kataria.gullickson@sanfordhealth.org
(701) 417-6539

Spread the Word

Distribute Dakota Wellness Program information to increase awareness and create a culture of wellness at your workplace

- Informational update e-blasts
- Monthly newsletters
- Hang posters



2017 Wellness Benefit

2017 Dakota Wellness Program

June 1-December 31, 2017

- \$250 wellness incentive has been reinstated, effective June 1, 2017
- NDPERS employees and their covered spouses are each eligible to earn \$250 per year in wellness benefits (\$500 per household)
- This year, participants will receive 5,000 bonus points after completing their health assessment (LifeScore)
 - The bonus points can be found in the redemption center



Dakota Wellness Program

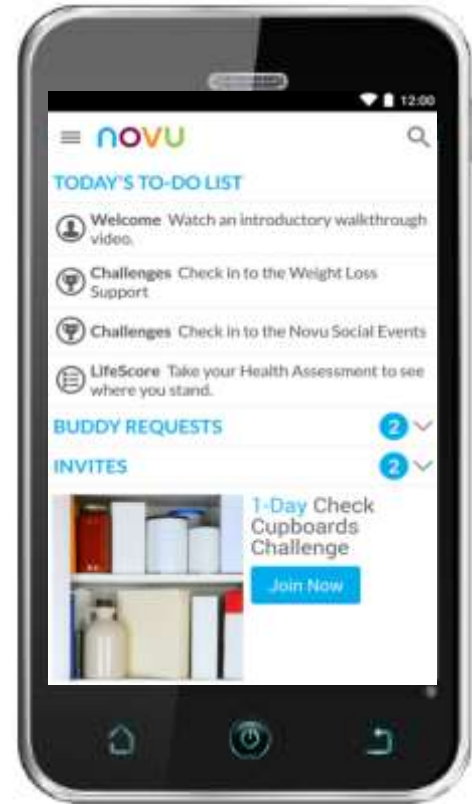
How to earn your \$250 incentive

- The program remains the same
- There are 3 ways to earn your \$250
 1. Fitness center reimbursement
 2. Worksite events (vouchers)
 3. Online wellness portal
- You are required to take the annual health assessment (LifeScore) in the wellness portal in order to redeem points or receive fitness payments
- Taxability
 - Administered by payroll



App

1. Call Novu customer service for a code (888) 237-5916
2. Search for “Novu” in the app store
3. Download the app and put in code along with personal information
4. You will only need to enter the code one time per device



Fitness Center Reimbursement

Fitness Center Reimbursement

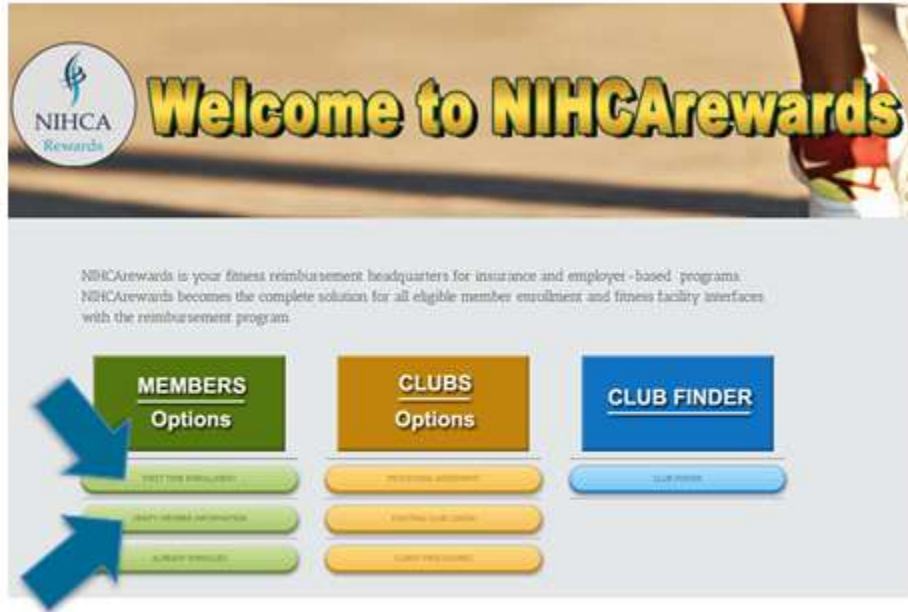
Overview



- Sign up to participate in the program
- Visit your local gym or fitness center a minimum of 12 days per month
- Receive reimbursement for your monthly membership fee, up to \$20 per month
- Direct deposits are made on the 21st of the month following workout month
 - Example: June workouts paid July 21st

Fitness Center Reimbursement

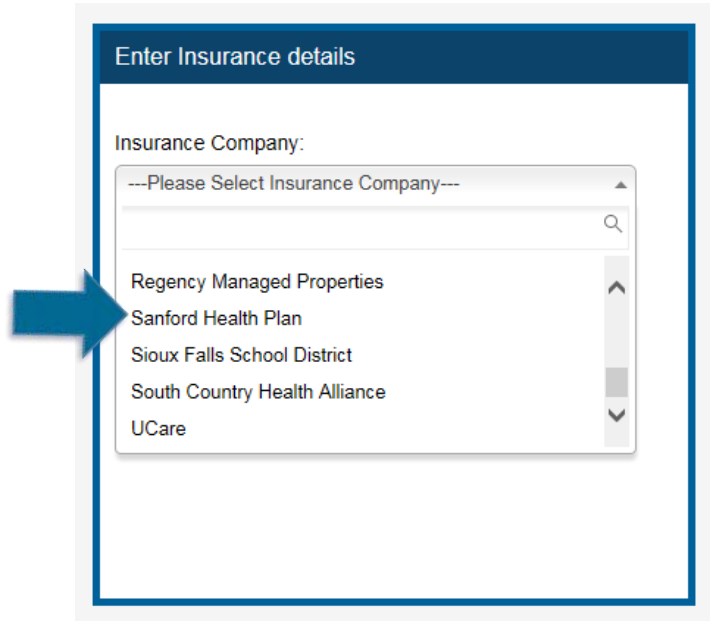
New Enrollment Process



- Fitness center reimbursements have gone paperless!
- To enroll...
 1. Have your insurance member ID, gym barcode and banking information ready
 2. Go to NIHCArewards.org
 1. Returning participants click *"Verify Member Information"*
 2. New participants click *"First Time Enrollment"*

Fitness Center Reimbursement

New Enrollment Process



The screenshot shows a web form titled "Enter Insurance details". Below the title, there is a label "Insurance Company:" followed by a dropdown menu. The dropdown menu is open, showing a list of insurance companies: "Regency Managed Properties", "Sanford Health Plan", "Sioux Falls School District", "South Country Health Alliance", and "UCare". A blue arrow points to the dropdown menu.

Enter Insurance details

Insurance Company:

---Please Select Insurance Company---

- Regency Managed Properties
- Sanford Health Plan
- Sioux Falls School District
- South Country Health Alliance
- UCare

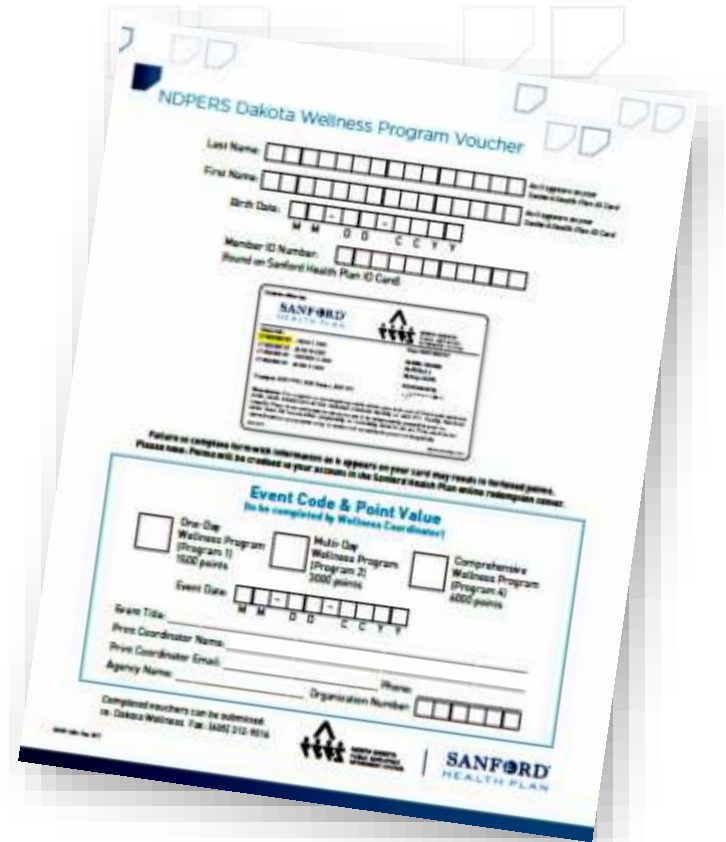
- *Returning participants* will receive an email with a security code to verify their account
 - This email is only good for 10 minutes
- *New participants* will enter their contact, health plan and banking information, returning participants will review and update any changes, including:
 - Health insurance coverage
 - Banking information
 - Gym or fitness center

Vouchers

Worksite Events (Vouchers)

Overview

- Participate in workplace events led by Sanford Health Plan's Wellness Educators or by an NDPERS Wellness Coordinator
 - Single day events—3,000 points
 - Multi-day events—6,000 points
- Earn a maximum of 12,000 points through worksite wellness events
- Vouchers from July 1 to December 2016 and from June 2017 will be available in the redemption center later this year

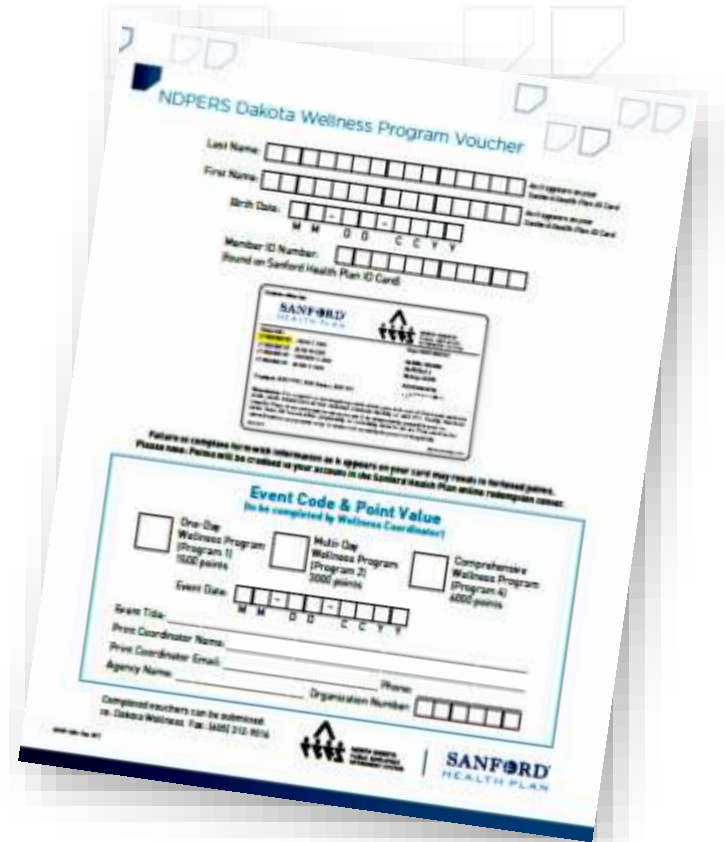


The image shows a 'NDPERS Dakota Wellness Program Voucher' form. At the top, it has fields for 'Last Name', 'First Name', and 'Birth Date' (MM-DD-CCYY). Below these is a 'Member ID Number' field, with a note 'Based on Sanford Health Plan ID Card'. To the right of the birth date and member ID fields are two small boxes: 'Self-reported active health status (Yes or No)' and 'Self-reported active lifestyle (Yes or No)'. In the center is a 'SANFORD HEALTH PLAN' logo. Below the logo is a section titled 'Event Code & Point Value' with three checkboxes: 'One-Day Wellness Program (Program 1) 1500 points', 'Multi-Day Wellness Program (Program 2) 3000 points', and 'Comprehensive Wellness Program (Program 3) 4500 points'. There is also an 'Event Date' field (MM-DD-CCYY). Below the event code section are fields for 'Grant Title', 'Print Coordinator Name', 'Print Coordinator Email', 'Agency Name', and 'Organization Number'. At the bottom, there is a note: 'Completed vouchers can be submitted to: Dakota Wellness Plan, 3400 212 1014'. The Sanford Health Plan logo is also at the bottom right.

Worksite Events (Vouchers)

Overview

- This increase in points is effective for on-site activities taking place on July 1, 2017 or after and will be redeemable in late 2018.
- Vouchers previously submitted for July and August 2017 activities will be automatically processed using the new point values. Wellness Coordinators do not need to resubmit these vouchers.
- As a reminder, points from the 2016-2017 Employer Based Wellness Program year (July 1, 2016 through June 30, 2017) will be processed at the old point values. These points will be available to redeem on November 1, 2017.

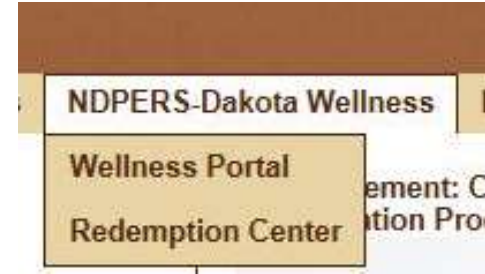


The image shows a 'NDPERS Dakota Wellness Program Voucher' form. It includes fields for Last Name, First Name, Birth Date (MM-DD-CCYY), and Member ID Number (Bound on Sanford Health Plan ID Card). Below these is a 'SANFORD HEALTH PLAN' logo and contact information. A section titled 'Event Code & Point Value' (to be completed by Wellness Coordinator) contains checkboxes for 'One-Day Wellness Program (Program 1) 1500 points', 'Multi-Day Wellness Program (Program 2) 3000 points', and 'Comprehensive Wellness Program (Program 3) 4500 points'. It also has an 'Event Date' field (MM-DD-CCYY) and fields for 'Grant Title', 'Print Coordinator Name', 'Print Coordinator Email', 'Agency Name', and 'Organization Number'. At the bottom, it states 'Completed vouchers can be submitted to: Dakota Wellness Plan, (605) 212-8514' and features the 'SANFORD HEALTH PLAN' logo.

Redeem Points

Redeeming Points

- Login to your *mySanfordHealthPlan* account
- Select “Redemption Center” from the NDPERS-Dakota Wellness menu
- Redeem points
- 5,000 bonus points located here



Take Note

3 day delay

- It can also take up to 3 business days for points earned through the wellness portal to appear in the redemption center
- You can view all of your earning and redemption activity from all wellness activities in the redemption center

point bank		my orders	my information	change password
My Account		POINTS SUMMARY		
View My Orders		Total Points Earned:	0	
Edit My Information		Points Exceeding Redemption Limit of 25,000:	0	
Earned Point Details		Pending Transactions:	0	
Print Earned Point History		Points Cashed Out (includes Fitness Center Reimbursement):	0	
		Refunded:	0	
		TOTAL :	0	

Combine Points and Reimbursements

- Combine your fitness center reimbursements with worksite events and wellness portal points to earn a maximum of \$250

Example

- Fitness center reimbursements: $\$20 \times 7 \text{ months} = \140
- Worksite events: 3,000 points = \$30
- Wellness portal: 8,000 points = \$80

$$\mathbf{\$140 + \$30 + \$80 = \$250}$$

Get Started Today!

Earn your benefit

1. Log on or create a *mySanfordHealthPlan* account
2. Take your LifeScore in the Wellness Portal
3. Earn points through wellness activities
 1. Verify or enroll in fitness center reimbursements, then visit your gym 12 times per month
 2. Participate in on-site wellness events in the workplace and fill out the voucher form
 3. Rejoin daily wellness challenges, join a program or try new activities in the wellness portal
4. Redeem your benefit, up to \$250

Wellness Educators

- Here to support you!
- On-site employee trainings
- Consulting
 - Discuss strengths, challenges in implementing worksite wellness
 - Provide recommendations for all dimensions of wellness
- Assist in establishing goals



Amy Keller



Karisa Gullickson

Contact



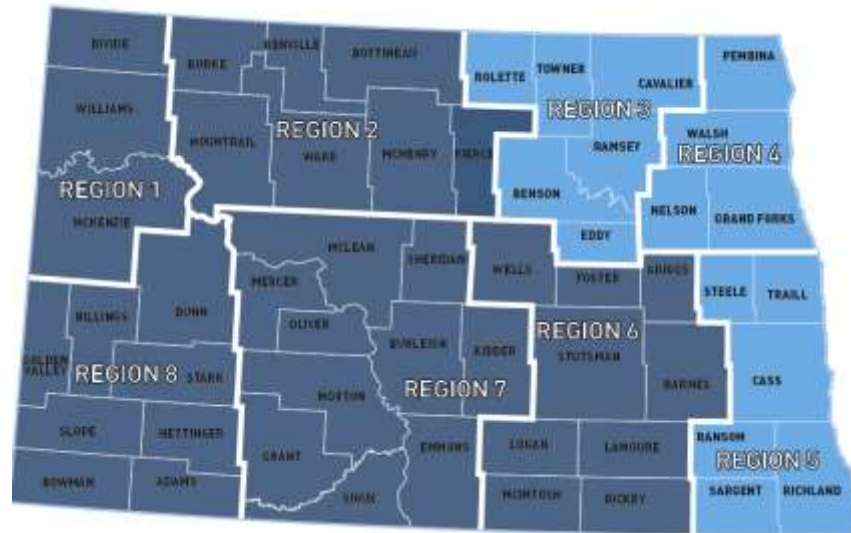
Western: Amy Keller

- Regions 1, 2, 6, 7 and 8
- amy.keller@sanfordhealth.org
- (701) 323-2131



Eastern: Karisa Gullickson

- Regions: 3, 4 and 5
- karisa.gullickson@sanfordhealth.org
- (701) 417-6539



Wellness Benefit Questions

Angela Oberg
(844) 742-0014
NDPERSwellness@sanfordhealthplan.com



Questions?

Well-being Assessment



1. What are you currently doing to support your health and well-being?

2. What personal strengths bring meaning, success and fulfillment to your life?

3. Rate your levels of satisfaction in each dimension of well-being using a scale of 1-10, with 10 being total satisfaction.
 - **Career:** Purpose & Strength _____
 - **Community:** Belong & Contribute _____
 - **Social:** Meaningful Interactions _____
 - **Financial:** Managing Resources _____
 - **Physical:** Healthy Habits _____
 - **Emotional:** Acceptance & Awareness _____
4. Which dimension(s) of well-being do you want to pursue making a change?

5. What are the benefits of making this change?

6. Visualize desired feelings, behaviors, and outcomes of making this change:

7. What behaviors from your chosen area(s) of well-being would you like to be doing consistently one month from now?

8. How can you set up your environment to help you make this change?

- Support systems
- Resources
- Triggers

9. What can you do today or this week to support changes to your well-being?