

The growing role of technology in enabling workforce health & well-being

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Objectives and Agenda

Objective: insight into how technology can enable workforce health & wellbeing

Agenda

- How technology influences work in highly transformational but less tangible ways
- The current state of employee health & wellbeing technology
- The future of employee health & wellbeing technology
 - From individual tools to integrated solutions
- Questions, suggestions & observations

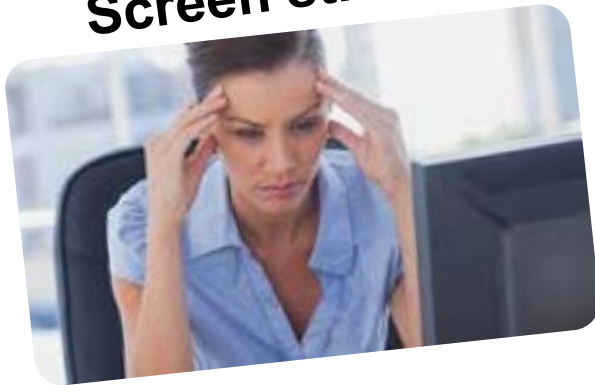


Technologies influence on health & wellbeing: cause or cure?

“Tech neck”



Screen strain



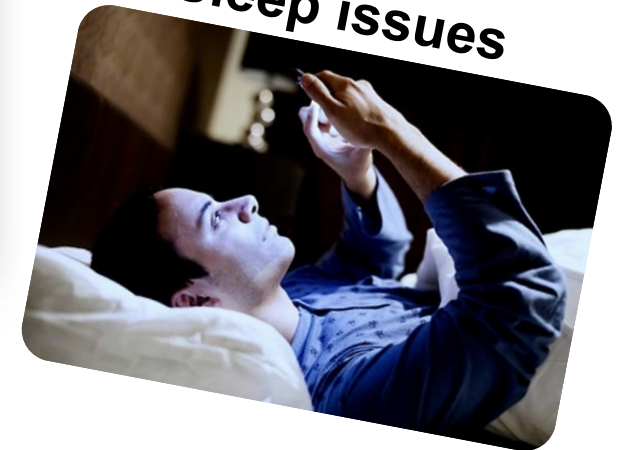
Stress



Illness & injury due to physical inactivity



Sleep issues



How technology is improving the world of work – one example

2002 Technology



Cumbersome forms & spreadsheets

How can I fairly evaluate these people?



Subjective individual opinions

2017 Technology



Simple, real-time information access



Collaborative group decisions

Health & Wellness Technology: current state

Personal health devices

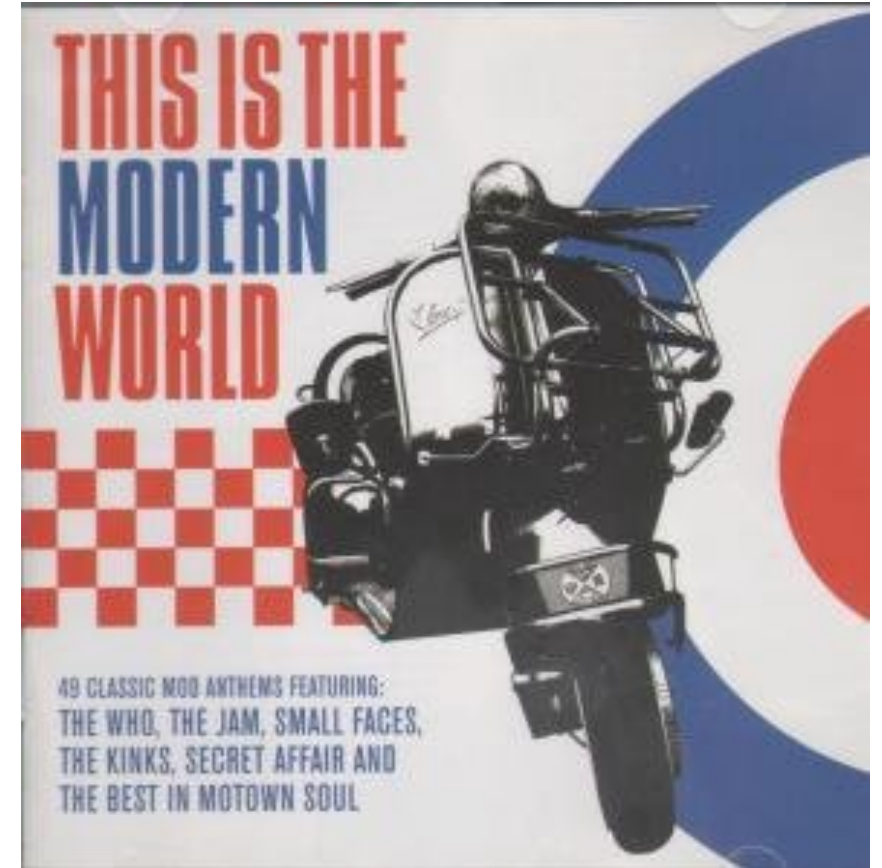
Training applications

Incentive applications

Social health applications

Benefit guides

Health & wellness coaching



Personal health devices

Basic concept

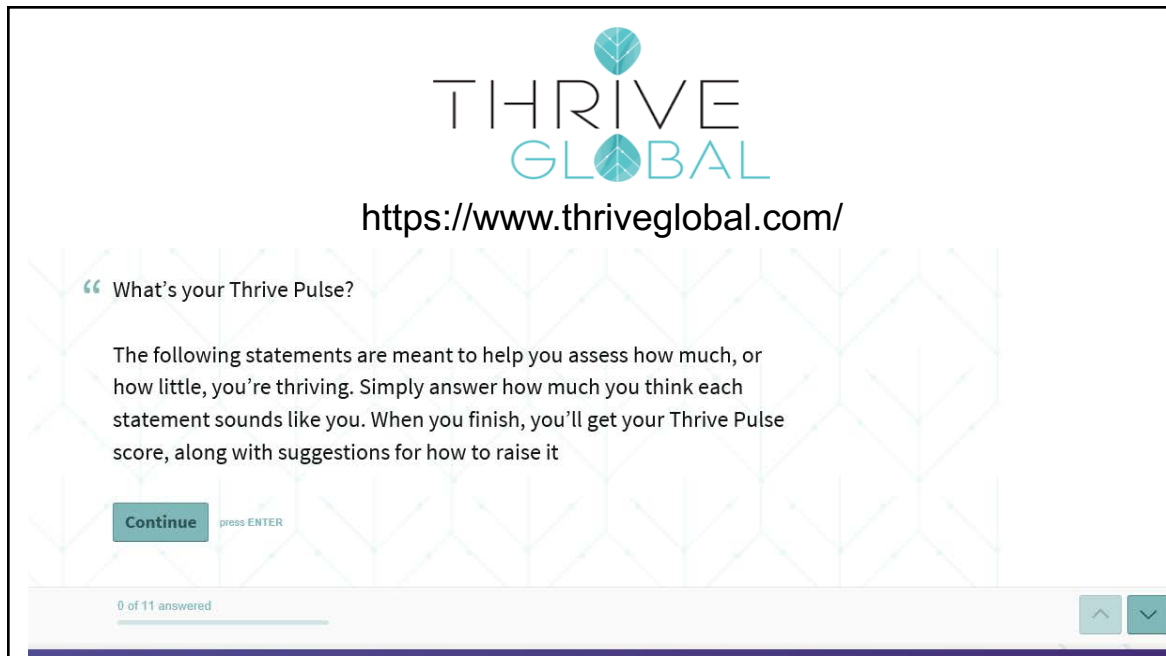
1. Employees provided with technology to diagnose and track health
2. System tracks health related metrics to guide personal health & wellness management



Training

Basic concept

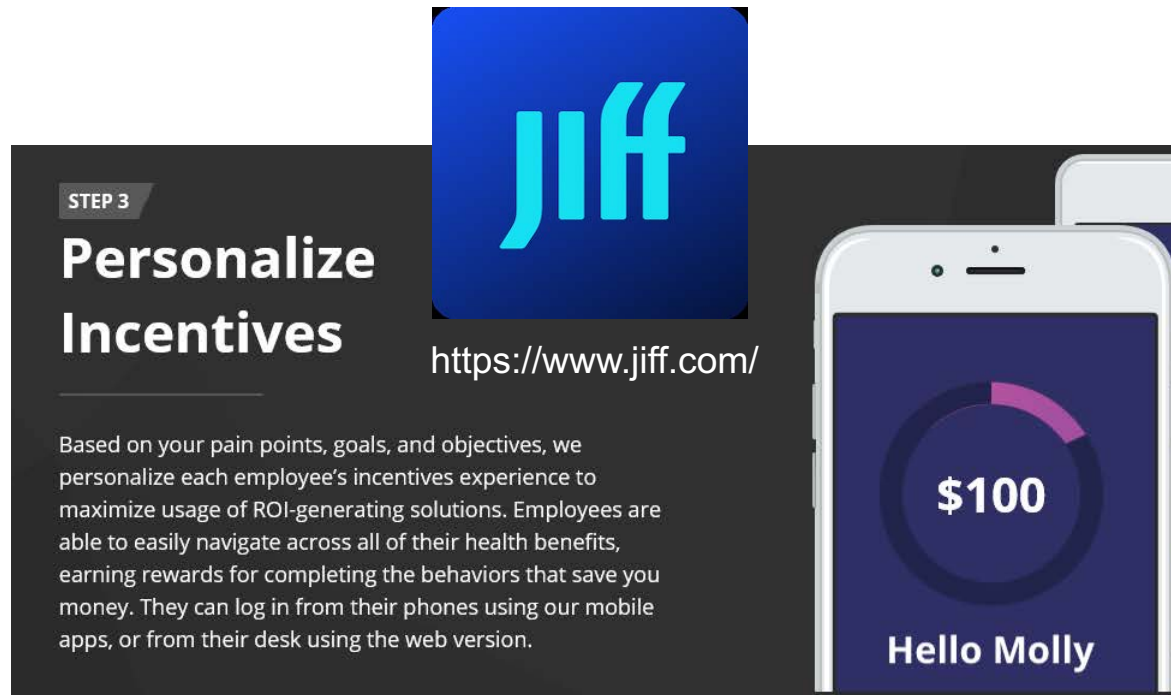
1. Employee completes an online survey diagnostic to assess health & well-being needs
2. System scores and recommends health actions, training and/or resources
3. Employee access recommended resources through the system



Incentives

Basic concept

1. Employee enrolls in a fitness challenge or training program
2. Employee's progress is tracked using IoT application or based on online completion
3. Employee receives points for accomplishment that can be redeemed for gifts, cash or charity contributions



STEP 3

Personalize Incentives

Based on your pain points, goals, and objectives, we personalize each employee's incentives experience to maximize usage of ROI-generating solutions. Employees are able to easily navigate across all of their health benefits, earning rewards for completing the behaviors that save you money. They can log in from their phones using our mobile apps, or from their desk using the web version.

Jiff

<https://www.jiff.com/>

\$100

Hello Molly



Social health applications

Basic concept

1. Employees form teams to engage in friendly competition toward health goals
2. Competition can be internal or against companies worldwide
3. Fitness activities tracked using wearable devices and experience enhanced through community message boards, mini-challenges, personalized emails, etc.



<https://globalchallenge.virginpulse.com/>



Benefit guides

Basic concept

1. Access to benefits and provider information that empowers employees to make more informed health care decisions
2. Simplified experience enrolling and using benefits, as well as access to resources and personalized recommendations
3. Cost savings for both employee and employer

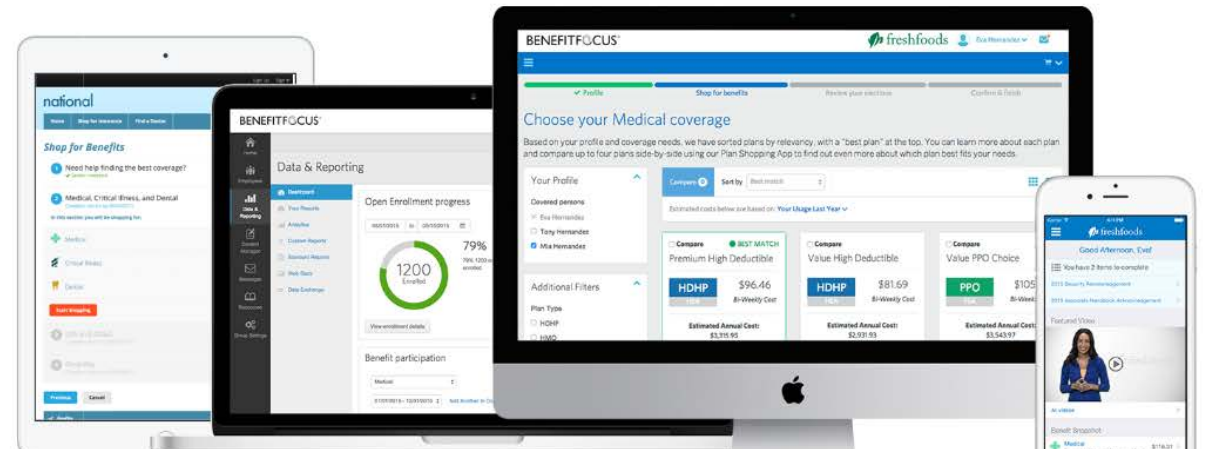


castlight
HEALTH

<http://www.castlighthealth.com/>

BENEFITFOCUS®

<https://www.benefitfocus.com/>



Wellness coaches/Health Journeys

Basic concept

1. Wellness coaches: online and/or on-site support and encourage employees to make healthy lifestyle choices and promote a culture of health and well-being
2. Health Journeys: health assessments, education, and personal coaching support employees progress toward living a healthier life and managing “life events”



<http://quantum-health.com/>



https://www.ehophealth.com/journey_to_health/

Technology only works if you use it effectively



<https://www.youtube.com/watch?v=RdLDiLjaRu4>

Going from ideas to results



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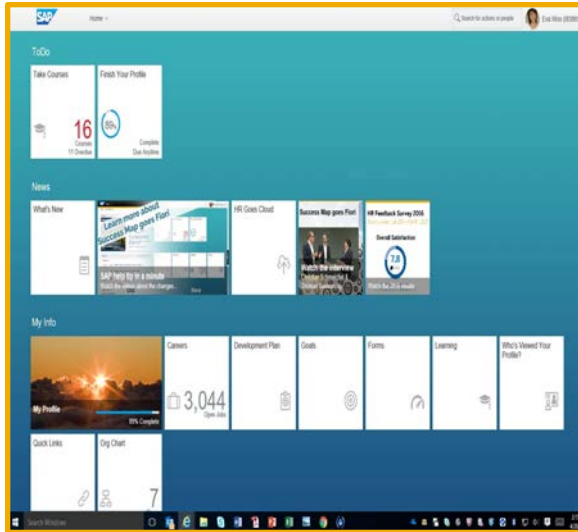


Going from ideas to results

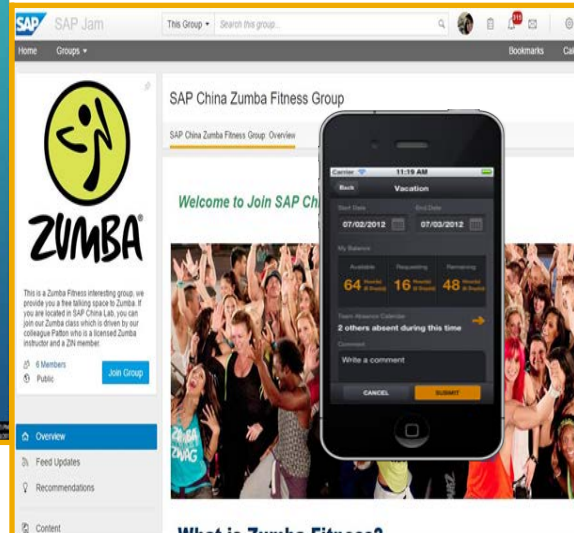


Let's create
healthier
workforces!

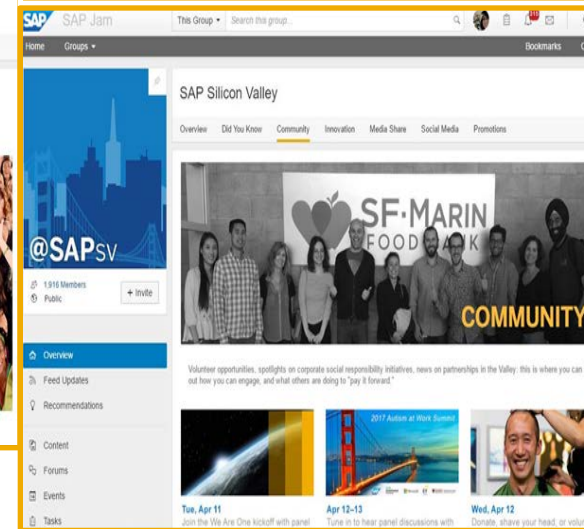
Accessible



Consumable



Cultural

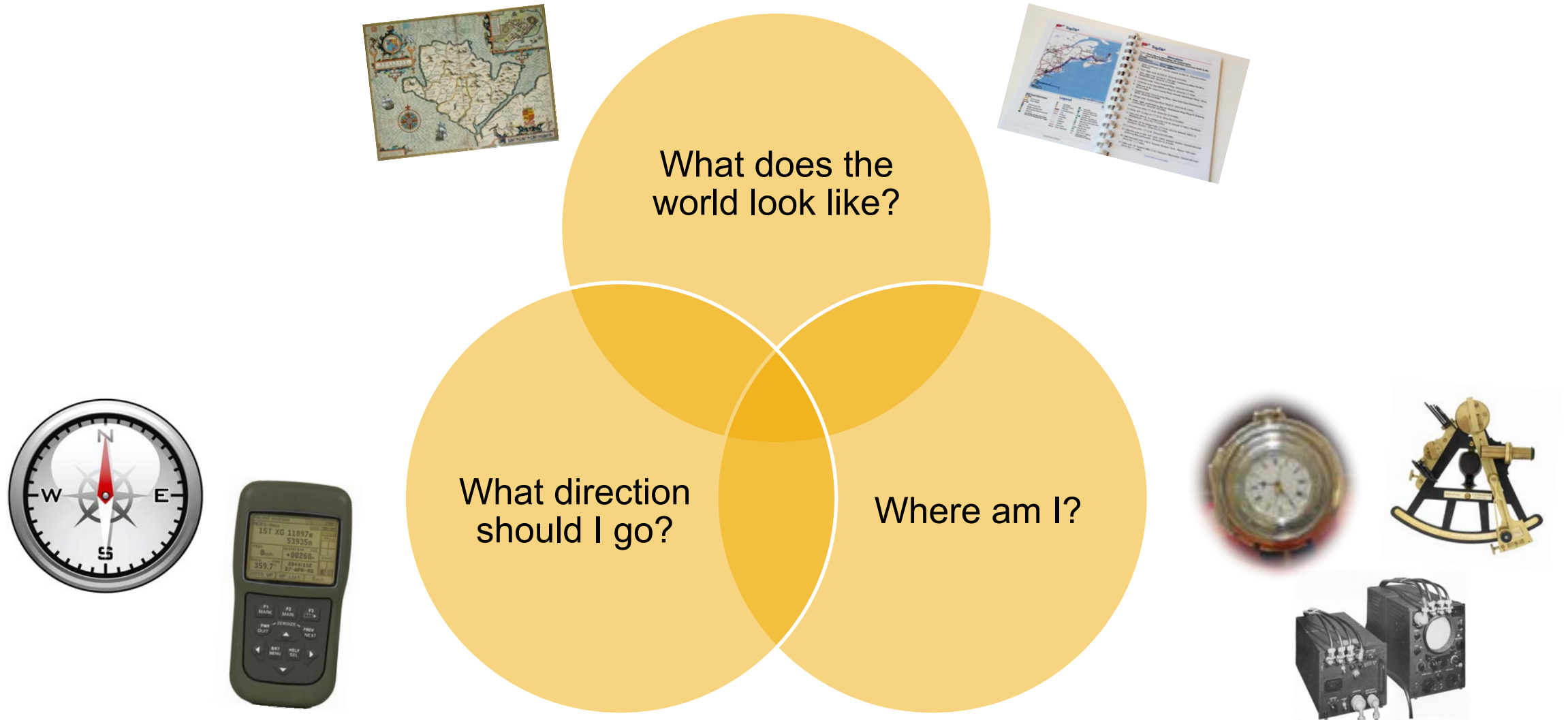


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Where are we going?
The evolution of technology and our sense of direction

Getting from where we are to where we want to be



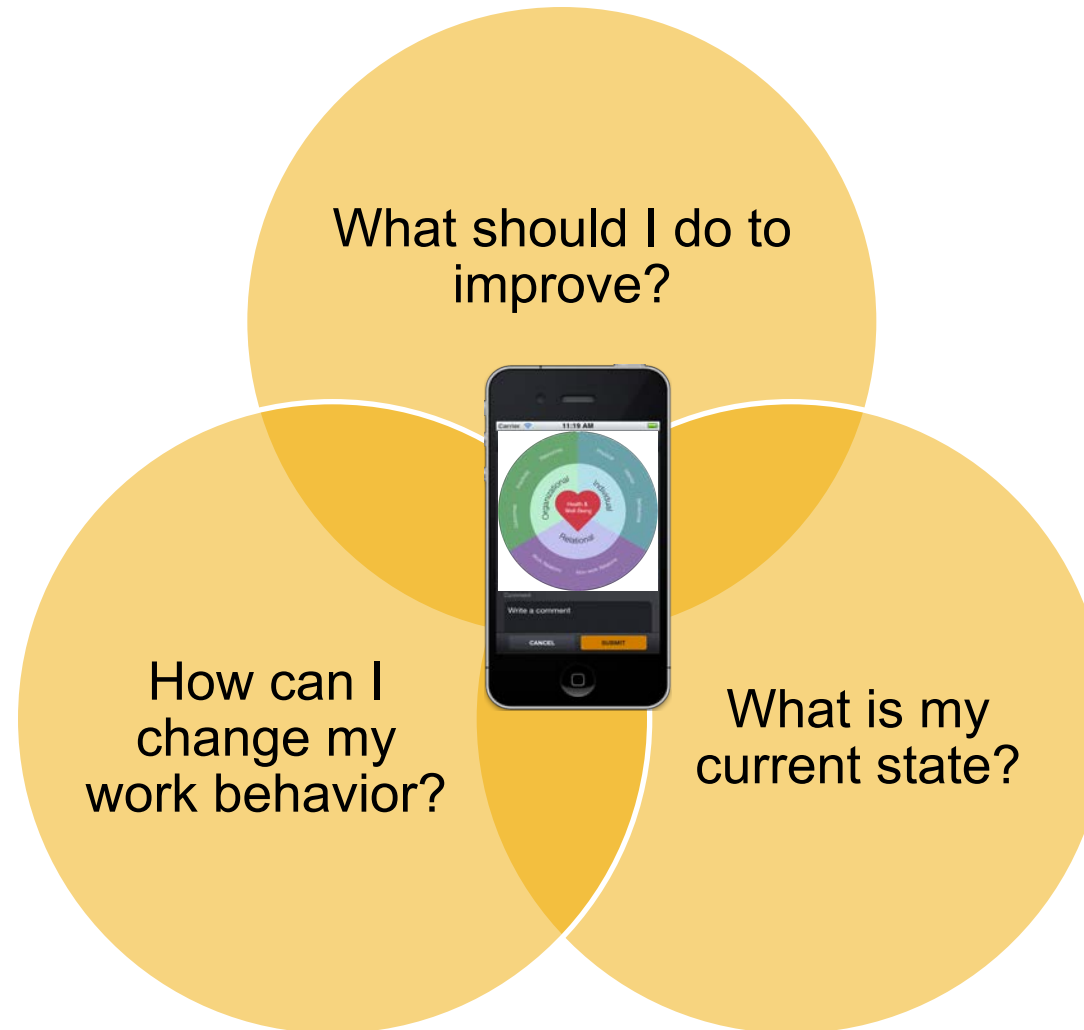
Getting from where we are to where we want to be: We've arrived!



Workforce health & well-being technology: where we are now



Workforce health & well-being technology: where we are going



Embracing the digitalization of employee health & well-being

Incorporate technology into strategy and process design

- How will you deliver and sustain programs?
- Explore how technology both enables & constrains what is possible

Make it Accessible

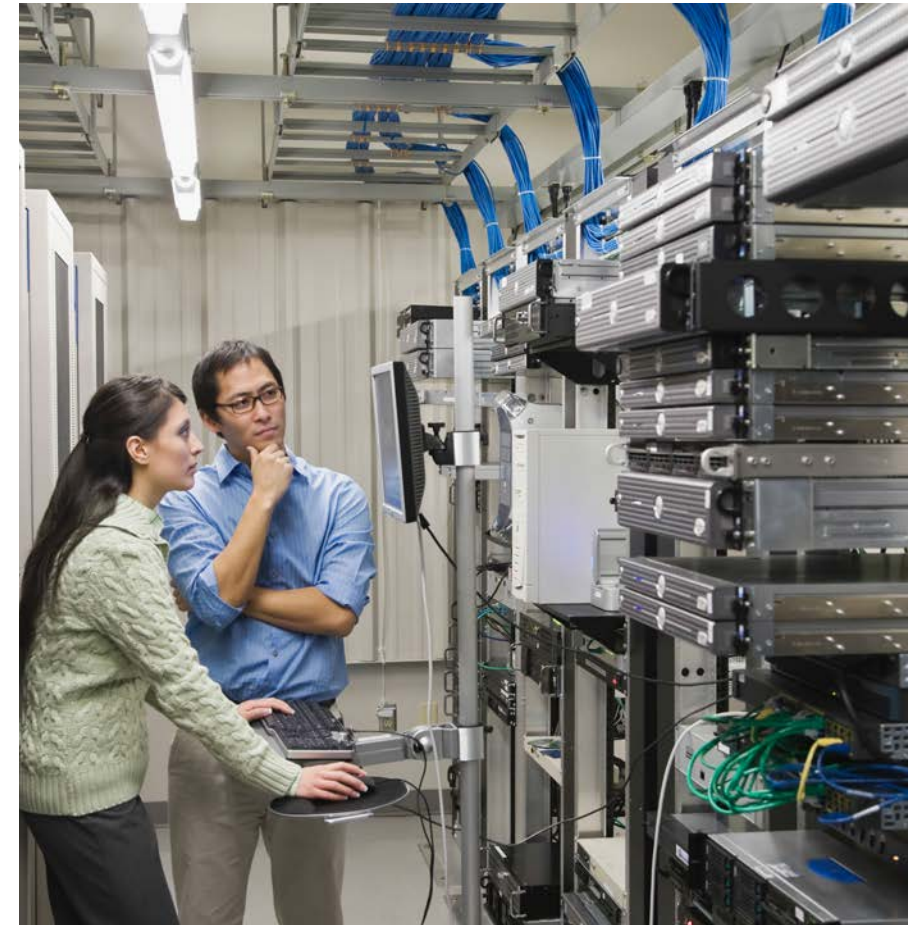
- What technologies are used by your workforce?
- Can you deliver programs through tools they are already using?

Make it Consumable

- Mobile first!
- Someone has probably built a technology to support what you want to do; seek them out early so you understand the options

Make it Cultural

- Are leaders role modeling, supporting and rewarding managers and employees who make health a priority? Do they know how to do this?
- Is a commitment to health & well-being embedded in the processes you use to hire, compensate, promote and reward people?





Now, what do you think?

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