

NAPEBT Strategic Plan

Outcome	Measurement	Activities	Impact
<p>1. Short Term: Increase participation of program by July 2020</p>	<ul style="list-style-type: none"> • Attendance of events, classes, webinars. • Site log-ins • Email open rates/click rates • PERMAH track completion, # in track • Pts earned/Incentives earned • Health outcomes post 1:1 nutrition coaching • Survey reviews of events/classes • Use agency surveys for needs assessments annually • Overall, EE, Spouse/Dep. Patient Engagement (Vera) 	<ul style="list-style-type: none"> • Maintain wellness program information in new hire packets, recruitment materials, and open enrollment. • Maintain policies for healthy food alternatives, vending machines, smoking, and flextime and create policies were none exist for agencies. • Maintain wellness offerings aligned with each stage of readiness for change • Maintain PERMA quizzes to increase employee awareness of issues to address • Improve champion network <ul style="list-style-type: none"> ○ Incorporate mentor program • Improve agency committee training on behavior change, planning, and engagement <ul style="list-style-type: none"> ○ Combine with champion training • Improve childcare/family options to classes/events • Improve registration process and less clicks 	<p>Support Healthy Lifestyle</p> <p>Improve the employee experience</p>

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		<ul style="list-style-type: none">• Add immediate rewards for completions of events/classes (gamify)• Add individual progress tracking• Add social incentives to marketing and website (knowing how others are doing)• Add testing of incentives for spouse participation• Add focus groups of non-participants• Add more events, classes etc. based on focus group direction• Add 1:1 nutrition coaching• Add annual wellness calendar for employees• Add exclusive incentives/rewards for participation• Add marketing consultant for plan on marketing events, classes, and gaps in current marketing• Add loss aversion for no show of classes/events (pt removed)	
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		<ul style="list-style-type: none"> • Add targeting marketing based on employee needs/wants/conditions • Add mailings to the home about program for spouse/employee awareness • Add administrative support for password resets and account creation available during business hours. 	
2. Short Term: Increase participation of program by July 2020	<ul style="list-style-type: none"> • Track number of downloads 	<ul style="list-style-type: none"> • Maintain app for wellness site and market the app and incentivize downloading the app. 	Increase Convenience of Program
3. Short Term: Increase participation of program by July 2020	<ul style="list-style-type: none"> • Track attendance of online classes through Core Health registration 	<ul style="list-style-type: none"> • Maintain online classes to earn points to offer convenient options. 	Support Healthy Lifestyle Improve the employee experience
4. Short Term: Increase time frame to prepare proposals for agencies to increase number of proposals received.	<ul style="list-style-type: none"> • Number of proposals received 	<ul style="list-style-type: none"> • Maintain environmental scholarships for agencies to add environmental supports to support wellness each year 	Support Health Lifestyle
5. Short Term: Increase Individual Medical Responsibility by July 2020	<ul style="list-style-type: none"> • Annual Exam Completion • Prevention Exam Completion 	<ul style="list-style-type: none"> • Maintain integration of Vera and Wellness committee • Maintain coaching provided with biometrics 	Support Healthy Lifestyle

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	<ul style="list-style-type: none"> • Survey questions on attitude on medical responsibility • Disease management adherence (Diabetes control & CAD on Antiplatelet metrics– Vera) • Measure risk changes of population and compare wellness vs. non-wellness • Measure changes in hospital admissions and ER visits • Measure comparison of hospital admissions and ER visits with non-wellness participants • Participation in coaching workshops (coaching appts) 	<ul style="list-style-type: none"> • Maintain vera clinic and wellness marketing integration with annual plan • Improve annual check up challenges and add more immediate rewards to completing prevention exams • Add 1:1 nutrition coaching for high risk • Add on-going altruistic challenges tied to medical selfcare • Add disease management supports and incentives 	
<p>6. Midterm: Increase intrinsic motivation toward personal health & well-being for individuals, families,</p>	<ul style="list-style-type: none"> • Survey questions annually on maintaining behavior change over time 	<ul style="list-style-type: none"> • Maintain employee involvement in the development of the program through wellness retreat and add ways for spouses to add input. 	<p>Support Healthy Lifestyle Improve the employee experience</p>

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<p>and community by July 2022</p>	<ul style="list-style-type: none"> • Measure increases in PERMA dimensions • Participation in coaching workshops (coaching appts) 	<ul style="list-style-type: none"> • Maintain reporting of outcomes of wellness program to employees • Maintain marketing of success videos. • Maintain identify ad recognize wellness achievements through nominations and encourage more. • Improve marketing to move employees through stages of change • Add outdoor social/group wellness options • Add intermural sports where missing for agencies • Add new PERMA offerings (website, classes, events etc.) • Add PERMAH content to Vera monthly marketing • Offer Coaching workshops on PERMAH topics • Add focus groups of employees and spouses for involvement in development of program 	
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<p>7. Midterm: Maintain/Increase PERMAH dimensions</p>	<ul style="list-style-type: none"> • PERMA survey collected annually and compared to non-wellness employees • Compare PERMA for each agency using annual survey questions and website survey • Measure increases to reported physical activity through activity tracker, Health Assessment, and Annual survey question • Measure increases to quality sleep with sleep survey questions, changes for participants in sleep challenge, website survey, • Measure increases to healthy eating using HA, Annual survey questions, and survey results from 1:1 nutrition 	<ul style="list-style-type: none"> • Maintain Vera health coaches providing PERMAH related workshops • Maintain agency intermural sports and integrate with wellness program • Maintain volunteer opportunities in the community and integrate with wellness program for points for Meaning. • Maintain Sugar Challenge and improve with more resources and in person support classes. • Maintain resiliency classes and offer more often. • Improve Kindness Challenge • Improve challenges for physical activity, nutrition, and sleep • Improve behavior change and goal setting workshop with addressing hope/failure/negative thinking and make part of professional development for Achievement • Improve ways employees can be active during workday (walking meetings, walking groups) 	<p>Support Healthy Lifestyle</p> <p>Improve the employee experience</p>
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	<p>coaching and group classes</p>	<ul style="list-style-type: none"> • Improve website PERMAH tracks to be self-guided change programs • Add On Demand Challenges • Add Job Crafting workshops as part of professional Development for engagement • Add management training for strength-based growth mindset coaching to increase Positive Emotion, Engagement, and relationships in teams • Add On Demand communication challenge for all employees for relationships • Add parenting classes for relationships and positive emotion • Add outdoor working environment for positive emotion and engagement 	
<p>8. Long Term: Maintain or increase positive culture by July 2024</p>	<ul style="list-style-type: none"> • Culture survey questions • Retention rates of wellness participants compared to non-wellness participants 	<ul style="list-style-type: none"> • Maintain Awards Banquet and add spouses for nomination and recognition • Maintain creation of marketing videos of success stories from wellness warriors 	<p>Improve the employee experience</p>

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	<ul style="list-style-type: none"> • Survey questions on trust in co-workers • Measure leadership support of program with annual survey questions. 	<ul style="list-style-type: none"> • Maintain annual presentation of wellness outcomes to leadership of agencies • Maintain agency wellness committees and improve support of committees with leadership and planning training. • Maintain leadership feedback through annual interviews and provide ways they can support the program and share leadership support stats of each agency • Improve champion training and add engagement opportunities for champions • Improve community relationships and utilize wellness opportunities already existing (Aerobic winter challenge, Bike to work week, Climb to conquer cancer etc.) • Add management training on assessing department culture and how to increase trust among teams • Add professional development on communication in teams 	
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		<ul style="list-style-type: none">• Add Coaching workshops on positivity & Resilience (Vera)• Add mentorship program using wellness champions and use mentors to connect with spouses• Add health and wellness into agency organizational mission and vision statements	
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