Innovative Strategies:

Improve Employee

Well-Being and Contain

Healthcare Costs



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Accountability

- Care for employees' well-being
- Commit to a culture of health and well-being

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Benefit Plan Design

- Encourage use of high-value providers
- Benefit plan design is key to influencing employees to choose high-value care

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Healthcare Consumer

- Remove barriers & increase access to care
- Be transparent about benefit plan design
- Listen to employees' core needs
- Incorporate health and wellness into company values, culture, and everyday conversations

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Leading by Example

- Make a commitment to self-care
 - Bring outside providers on-site to make self-care easy
 - Have leadership model self-care (so employees know it's ok for them to do as well)
- Be a healthcare consumer role model for employees
- Talk openly about your care experiences
- Start small; minor changes can make a big impact



Education and Smart Decision Making

- Use a positive reward system (carrot vs the stick)
- Educate employees on how they can save money through the choices they make
- Use data points to illustrate how care choices impact cost savings
- Communicate the connection between individual health choices and overall healthcare costs



The Cost Conversation (Steering & Tiering)

- Be proactive
- Have a cost-benefit conversation with employees
- Use employee surveys to add network providers employees actually want and need

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Medical Literacy

- Incentivize patients to educate themselves on post-procedure care
- Administer a monthly quiz covering internal employee benefits
- Make participation a low-risk choice for employees, not a requirement

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Educate, Engage, Remove Barriers

- Make care accessible through benefit plan design
- Align with vendor partners who share your core values
- Analyze claims data to identify top spending areas



Balancing Costs

- Data-driven decision-making
- Dig into data, ask questions, and have regular conversations with vendor partners and industry colleagues
- Steer to high-value care
- Price does not equal quality



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Addressing Employee Concerns

- Use easily understandable language
 - Avoid industry jargon
 - Use analogies
- Be upfront about costs and why they matter
- Encourage employees to be part of the solution
- Reinforce the idea that financially, we're all in this together



Incentives

- Use friendly peer pressure
- Educated employees encourage colleagues to make smarter financial choices
- Making care convenient for the employee can be less expensive for the employer in the long run



Making an Impact

- Think differently; look for partners that will spark new ideas
- Provide convenience of care
- Build relationships to understand employee needs
- Spend money on preventative services



We're Here to Help! **Contact The Alliance**

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