



Trackers & Technology: How To Create a Tech-Infused Culture of Well Being

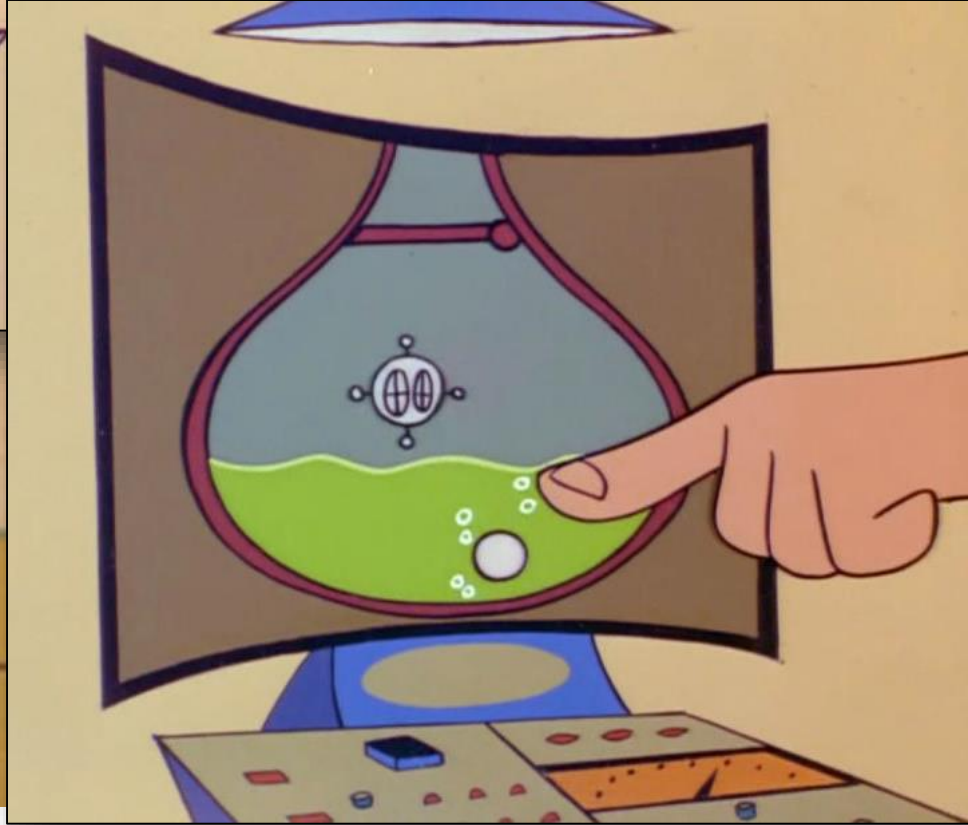
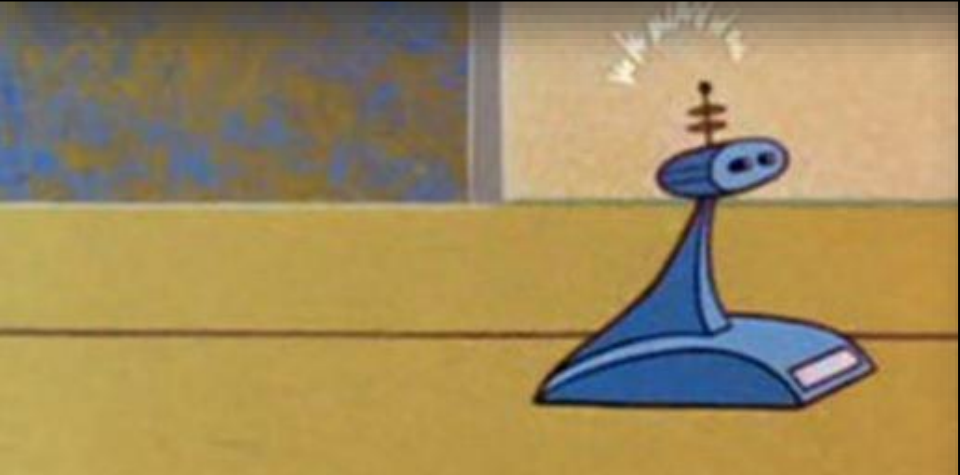
IAN GOODMAN, BENEFITS CONSULTANT
ARTHUR J. GALLAGHER & CO.



THE

Jetsons

KNUCKLES NUCLEAR
ESCAPES PRISON



Our World Today

- Mobile health market growing to over a \$50 Billion Industry
- 100,000 + Consumer Medical/Health Apps
 - \$20+ billion industry
- 15 Million Americans helped by Telemedicine every year
- 75% of US adults own a health and fitness device



Trackers & Technology

Pros and cons of technology in the workplace

Examples of technology being used by employers

Careful strategic considerations

Good

- Administrative Ease
- Monitoring success
- Tracking
- Measurement

Bad

- Technology as your program
- Relying on a vendor or carrier
- Measuring success by participation

Ugly

- Ignoring the big picture
- Employees “game the system”
- Costs

Use Technology to Prove Success

Vendor reports don't tell the whole story.



Uncover factors that drive trends, and understand where and how carriers and providers are making money



Verify program effectiveness based on the investments made



Understand how employees are seeking treatment, and whether they are optimizing care.

There's technology for this!



Online program tracking for easier administration

Pros

- Less paper pushing
- Communicate between multiple locations
- Cost effective online option

Considerations

- Cost
- Computer/Phone needed by participants
- Owner needed within your organization




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Pulse

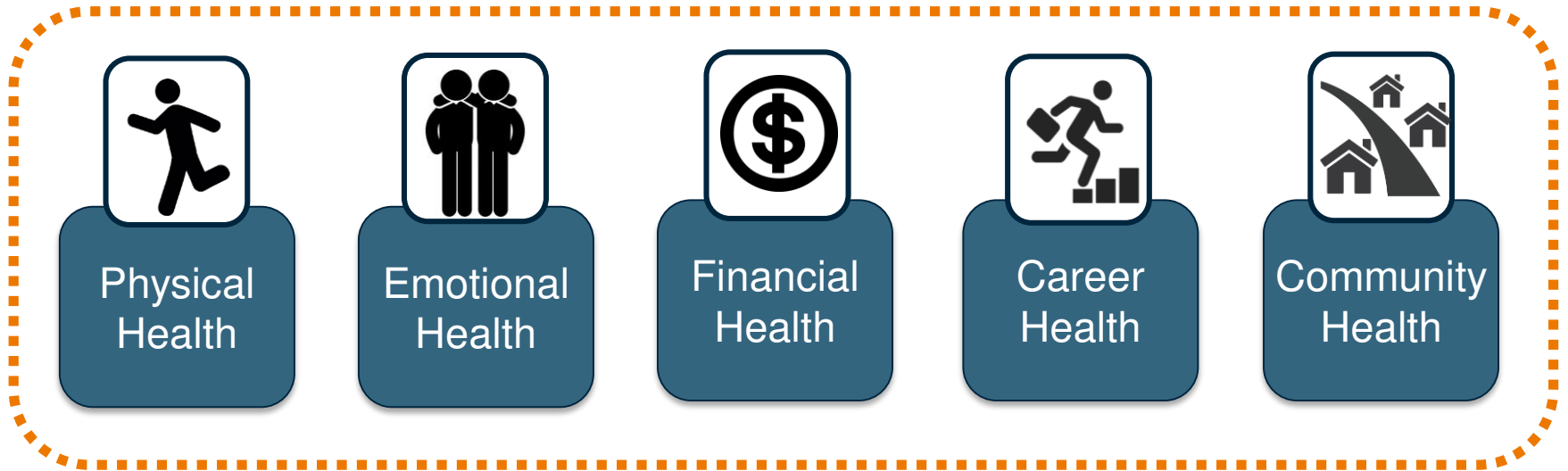

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Live Healthy
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The Multiple Dimensions of Wellbeing

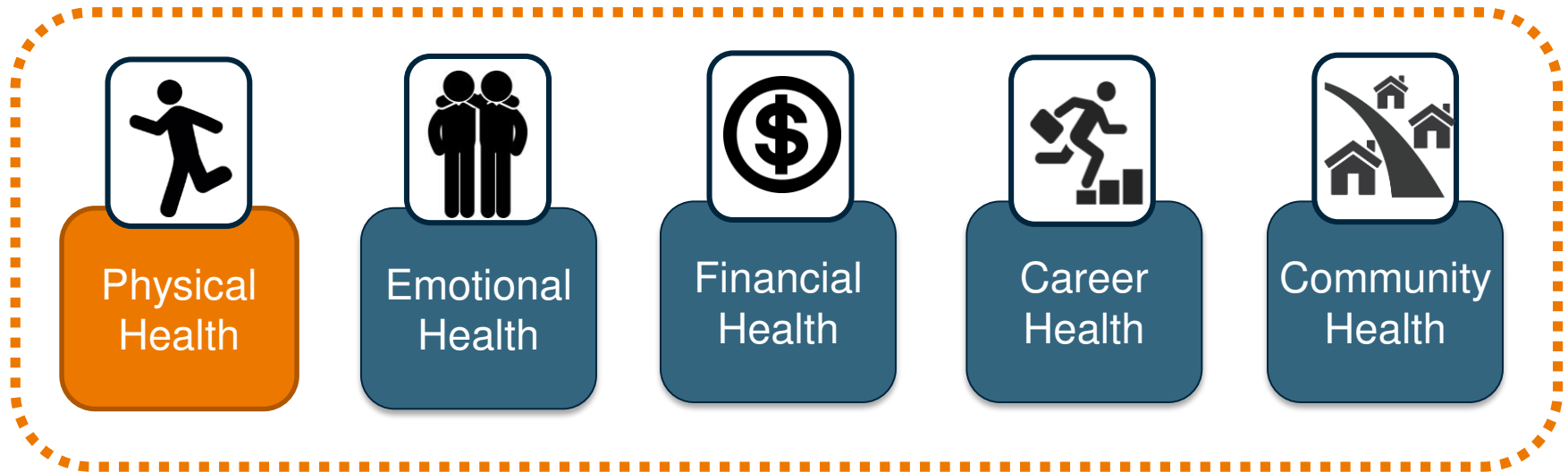


The **WHOLE** person comes to work every day....



each employee's wellbeing influences
individual and organizational performance

The Multiple Dimensions of Wellbeing



The WHOLE person comes to work every day....



each employee's wellbeing influences
individual and organizational performance

Total Wellbeing Technology



Physical Health



Emotional Health



Financial Health



Career Health



Community Health



ABC Company

Garmin VivoFit2 Tracker Program

Of those surveyed in 2015

88% increased their awareness of their own physical activity due to having a tracker

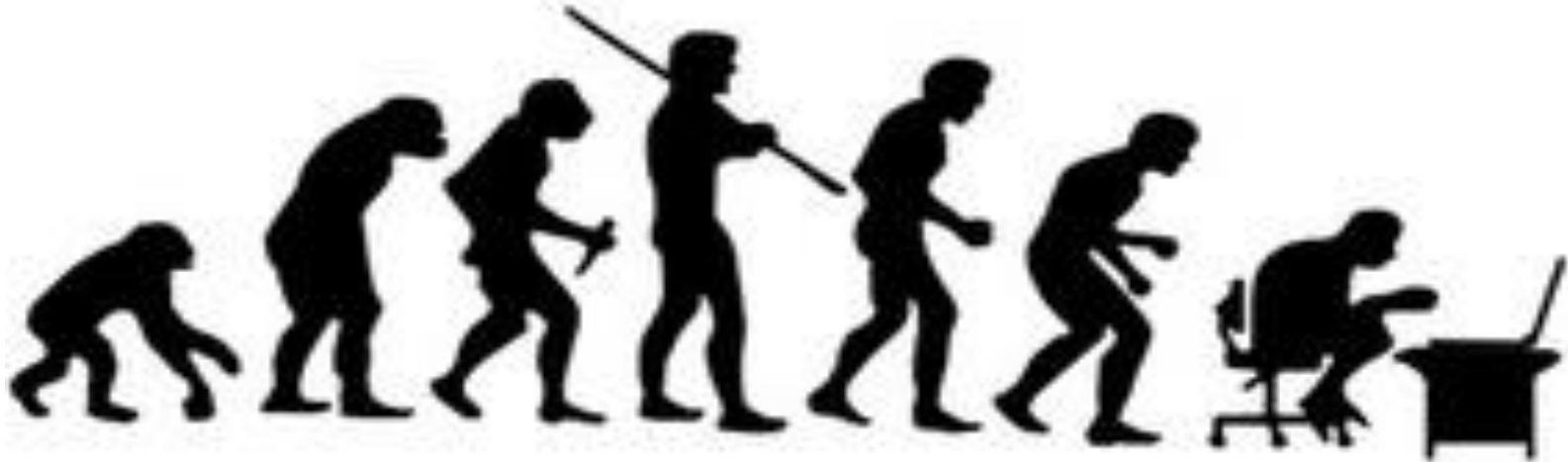
74% increased their daily physical activity due to having a tracker

47% felt it was helpful to have other people in their life with the same tracker

42% said their spouse or family member increased his/her activity level

84% would participate in future tracker challenges

There's technology for this!



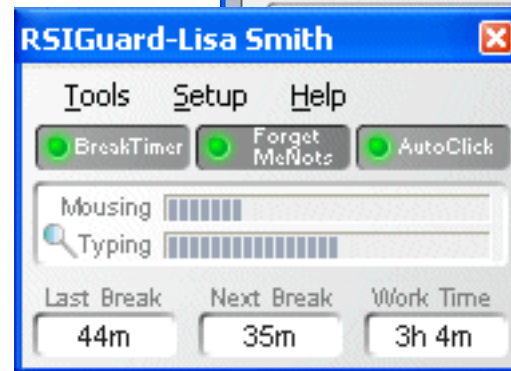
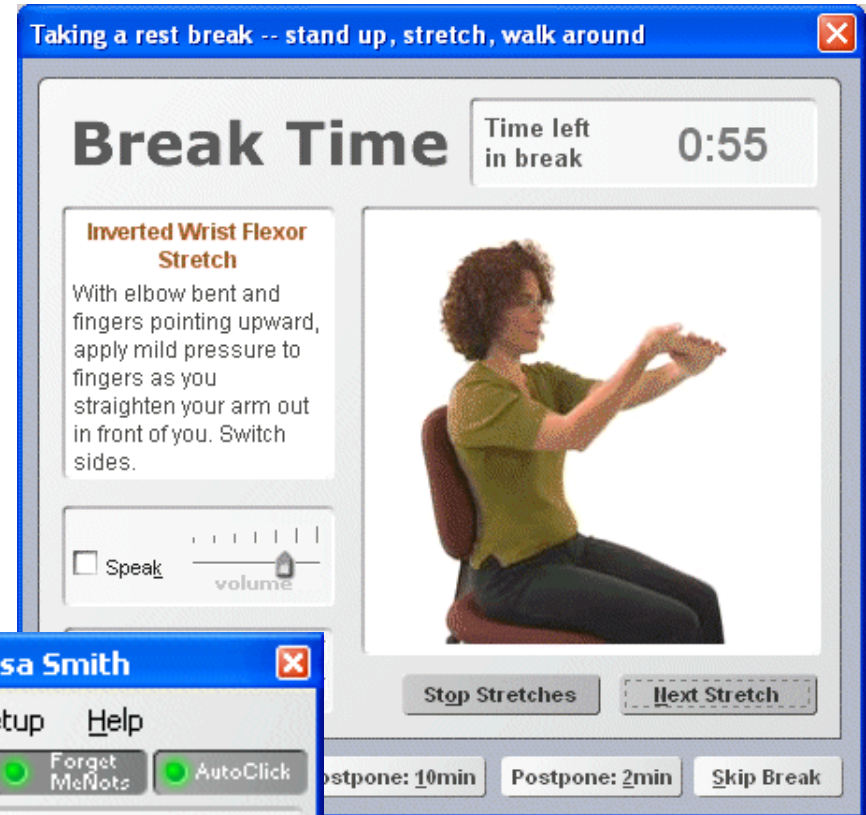
Encourage breaks throughout the day

Pros

- Builds awareness around breaks
- Teaches stretches
- Multiple locations
- Safety/Ergonomics/Wellness

Considerations

- Cost
- Computer needed
- Cultural norms



Total Wellbeing Technology



SmartCap

Monitors and measures driver fatigue and alerts at the risk of microsleep



Total Wellbeing Technology



HeartMath

Self monitoring and training system for mental and emotional wellbeing



Total Wellbeing Technology



Physical Health



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HEADSPACE



Gratitude Journal

Rewire your brain

Total Wellbeing Technology



Physical Health



Emotional Health



Financial Health



Career Health



Community Health



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Career Health



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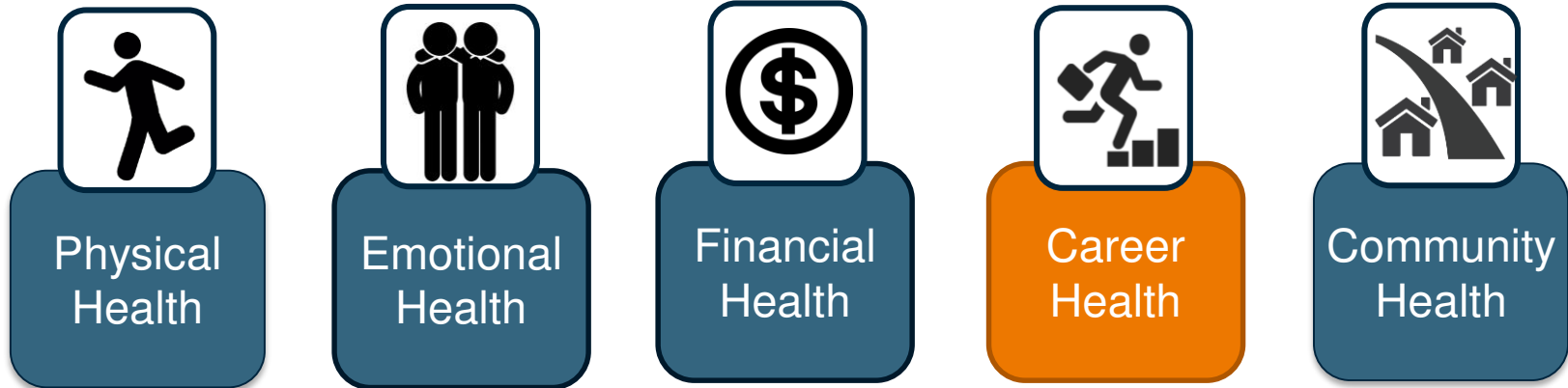
The screenshot displays the eLearn user interface. At the top, there is a navigation bar with the eLearn logo and the text 'Arthur J. Gallagher & Co.'. Below the navigation bar, there is a 'Welcome' message and a central banner that reads 'Welcome to eLearn! Learning On Demand! On Your Schedule, at your convenience.' To the left of the banner, there are sections for 'My Transcript', 'Events Calendar', and a search bar. Below the banner, there are several colored buttons representing different departments: CORP, BSD, GB, GBS, RPS, IB, and ANZ. On the right side, there is a 'Your Assigned Training' table and a 'Browse for Training' section with a list of training topics.

	Due Date	Action
Robert E. Gallagher Troubleshooting	None	Launch

Browse for Training

- Business Skills Collection
- Desktop Skills Collection
- IT and Desktop Videos
- The Gallagher Way/ Culture
- Chatter
- Salesforce.com
- GBS Best Practices
- GBS Employee Benefits
- GBS Healthcare Reform
- EDGE
- Communication
- Compliance
- Computer Skills/ Microsoft & Lotus Notes Tips
- Customer Service & Account Management
- Human Resources & Benefits
- Insurance
- International
- Management/Leadership
- New Employees/Orientation
- Operations

Total Wellbeing Technology



Total Wellbeing Technology



Trackers and Technology: *Strategic Considerations*

Goals and
Objectives

Total Wellbeing

One size doesn't
fit all

Budget

Culture and
Values

Safety

Management &
Leadership
Support

Administrative
Support

Employee Needs
& Interests

Where to begin?

1. Describe your desired culture
2. Define your goals and how you measure success
3. Review your data
4. Evaluate your opportunities and challenges
5. Explore new options

Spend and implement with intention