



**DEMONSTRATING VALUE
FROM YOUR HEALTH AND
WELLBEING INVESTMENT**



OUR FOCUS THIS AFTERNOON

1

THE CHALLENGE

It's clear that employee health risks affect business productivity

2

DRIVING WORKPLACE WELLNESS

Supporting a scalable model that delivers value

3

PUTTING THIS INTO PRACTICE

Case study from Saint Gobain UK & Ireland

Your presenters:

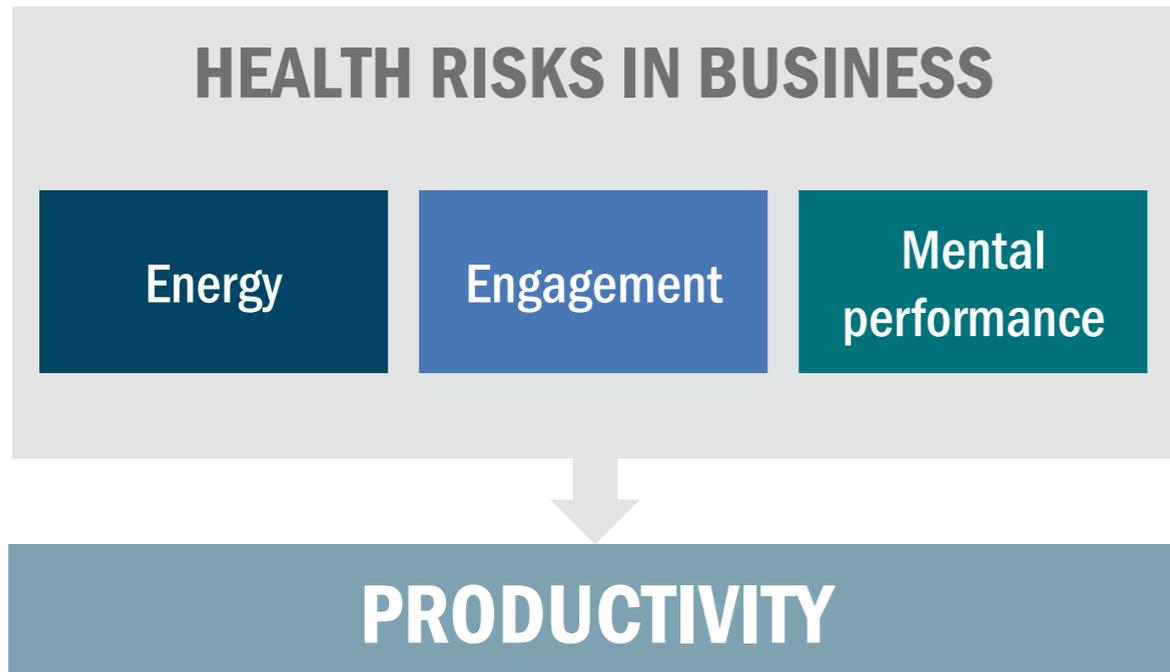
DR CHRIS TOMKINS

Chief Proactive Health Officer – AXA PPP healthcare

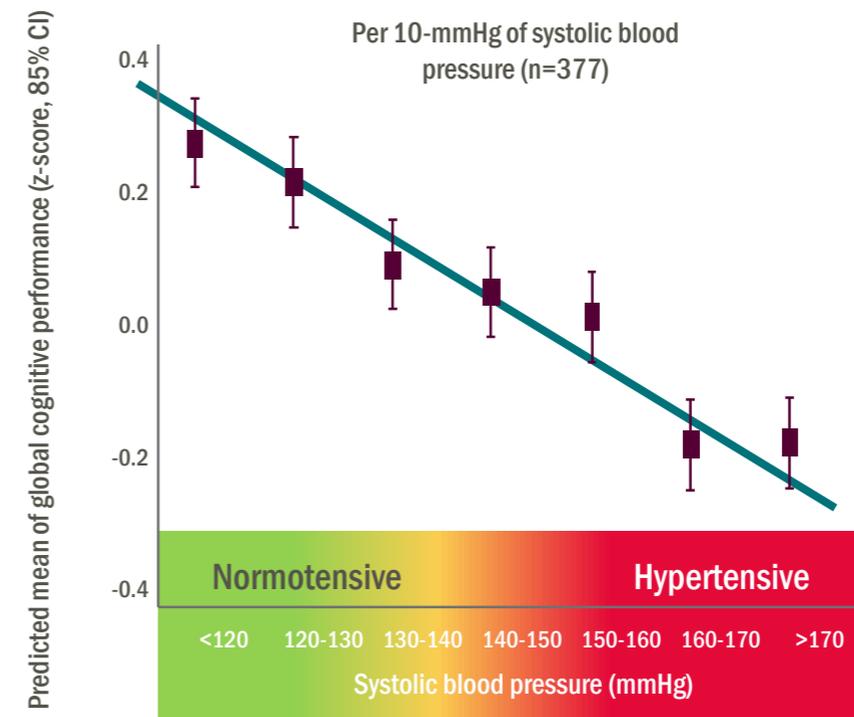
KEVIN CRAWLEY

Director of Environment, Health and Safety – Saint Gobain UK & Ireland

IT'S CLEAR THAT HEALTH RISKS AFFECT PRODUCTIVITY

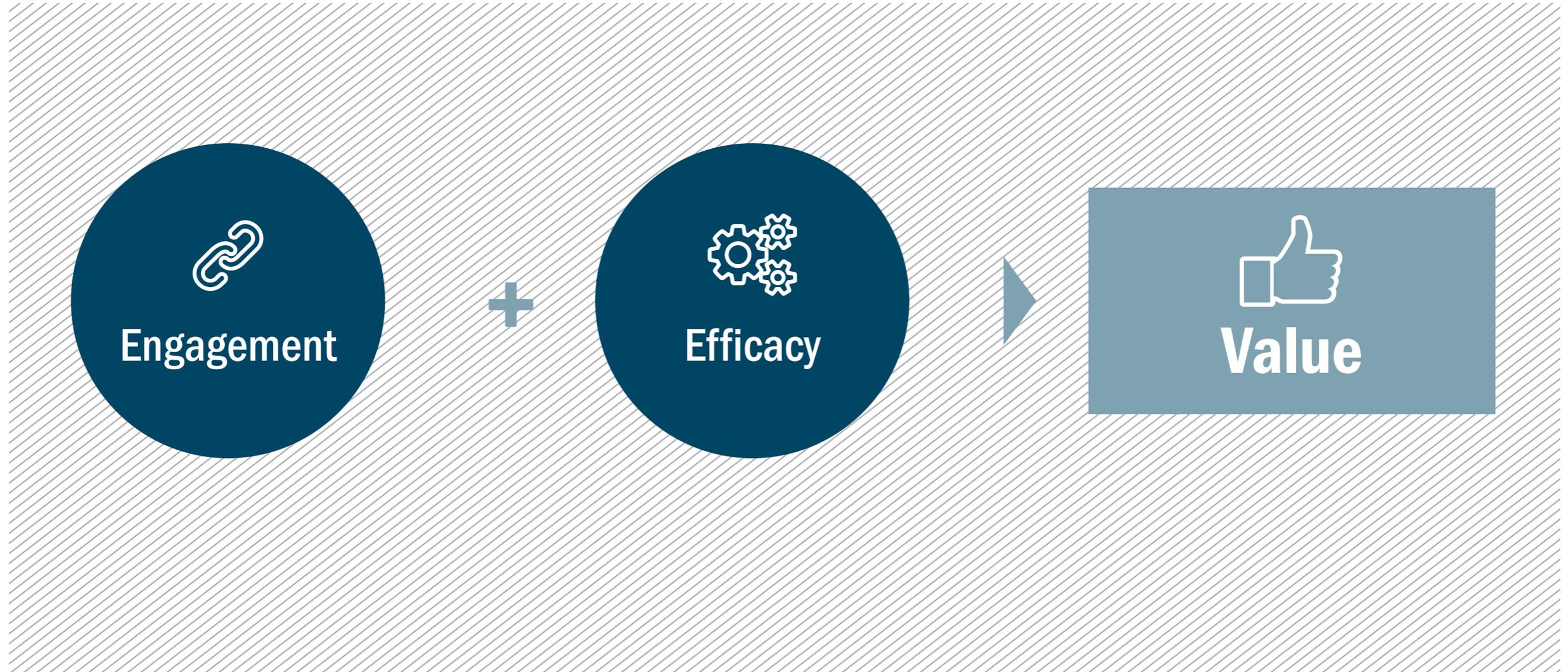


Example: Blood pressure and cognitive performance



Knecht et al.,
Hypertensions 2008

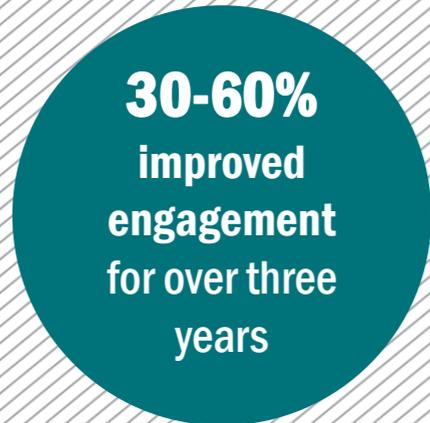
HOW TO DRIVE VALUE FROM YOUR HEALTH AND WELLBEING PROGRAMME



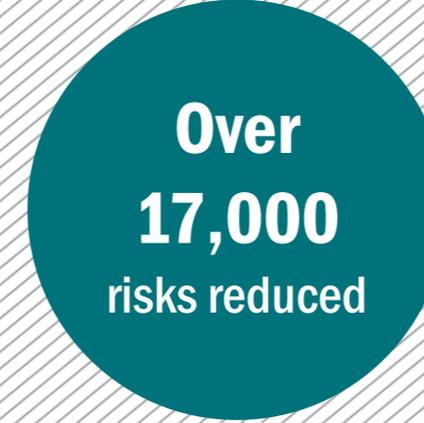
HOW TO DRIVE VALUE FROM YOUR HEALTH AND WELLBEING PROGRAMME



+



+



Over £4 million
return on investment



OVERCOMING THE CHALLENGE OF ENGAGEMENT

Make it
worth
my time...

Make it
relevant to
me...

Make it
human...



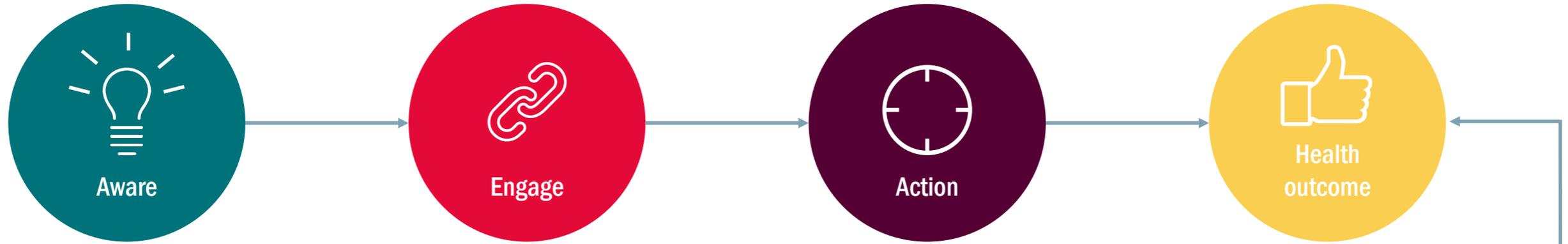
Health Risk Assessment

Depressing, demotivating, bad news...

AXA Health Age

Ah, that sounds interesting, what's mine?

ACHIEVING BETTER HEALTH OUTCOMES BY TARGETING INDIVIDUAL NEED



PLATFORM ACTIVITY

DIGITAL PLATFORM >> auto-triage >> escalate high risk >> track progress

EMPLOYEE JOURNEY

Low and medium risk

Receive relevant, personalised information

Ongoing support, tools and education

Tracked and supported progress

High risk and triage to support services

Targeted solution – the right intervention for each individual

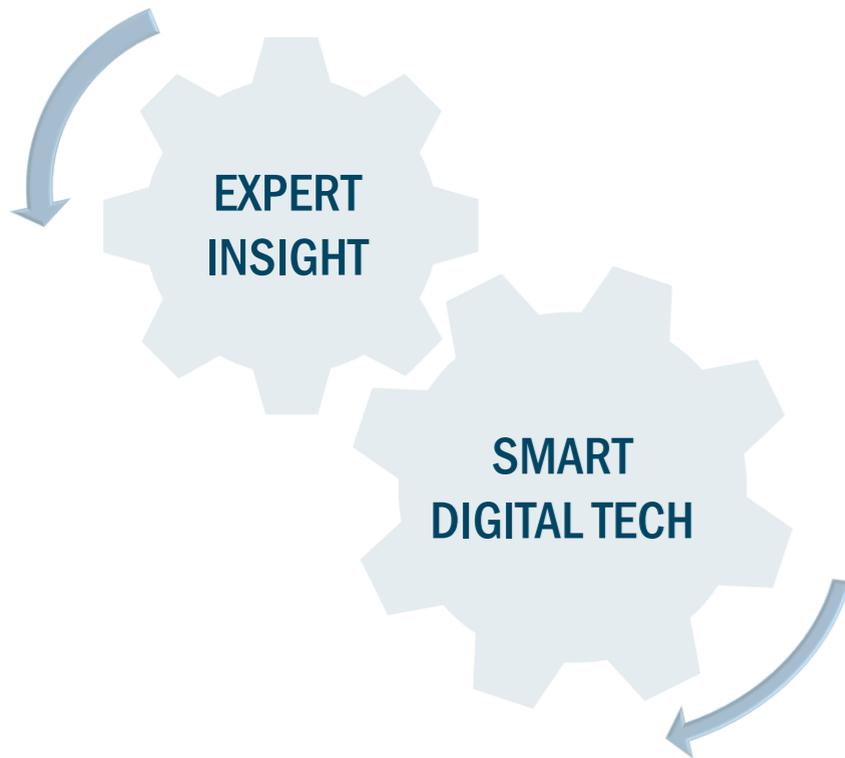
Digital delivery systems

Health Coaching

Counselling

MSK support

BioBeats





**OUR
AMBITION**

873

567



COMING SOON...



**50,000
years
younger
together**

“Working with the nation’s most forward-thinking businesses, to inspire healthier lives”

Putting this into **PRACTICE**



KEY BUSINESS CHALLENGES



**Complexity and
scale**



Engagement



Value creation

KEY BUSINESS CHALLENGES

- 34 business units
- 17,500 employees
- Diverse, multi generational employee profile
- €4billion turnover
- 400,000 products
- Three operating sectors comprising of:
 - 80+ manufacturing plants
 - 1000+ distribution outlets
- Fragmented business offer
- Not intelligence led

Complexity and scale



KEY BUSINESS CHALLENGES

- Clarity of strategy and direction
- Engaging managers and directors
- Employee voice
- Trustworthy
- Branding



Engagement



KEY BUSINESS CHALLENGES

- Improved ROI
- Higher customer satisfaction
- Lower absence
- Productivity improvements
- War for talent
- Sustaining high performers
- Higher levels of motivation
- Enhanced organisational thinking
- Benefits linked to strategy



Value creation

MARKET AND ORGANISATIONAL TRENDS



**UK demography
and workforce**

**Older, sicker
workforce**

with more caring
responsibilities for
others



**Disease
trends**

**Rising tide of
lifestyle conditions**

leading to more
people living and
working with illness



**Nature of work
& employment**

**Organisational
culture, job design**

and working practices
playing an increasingly
important role



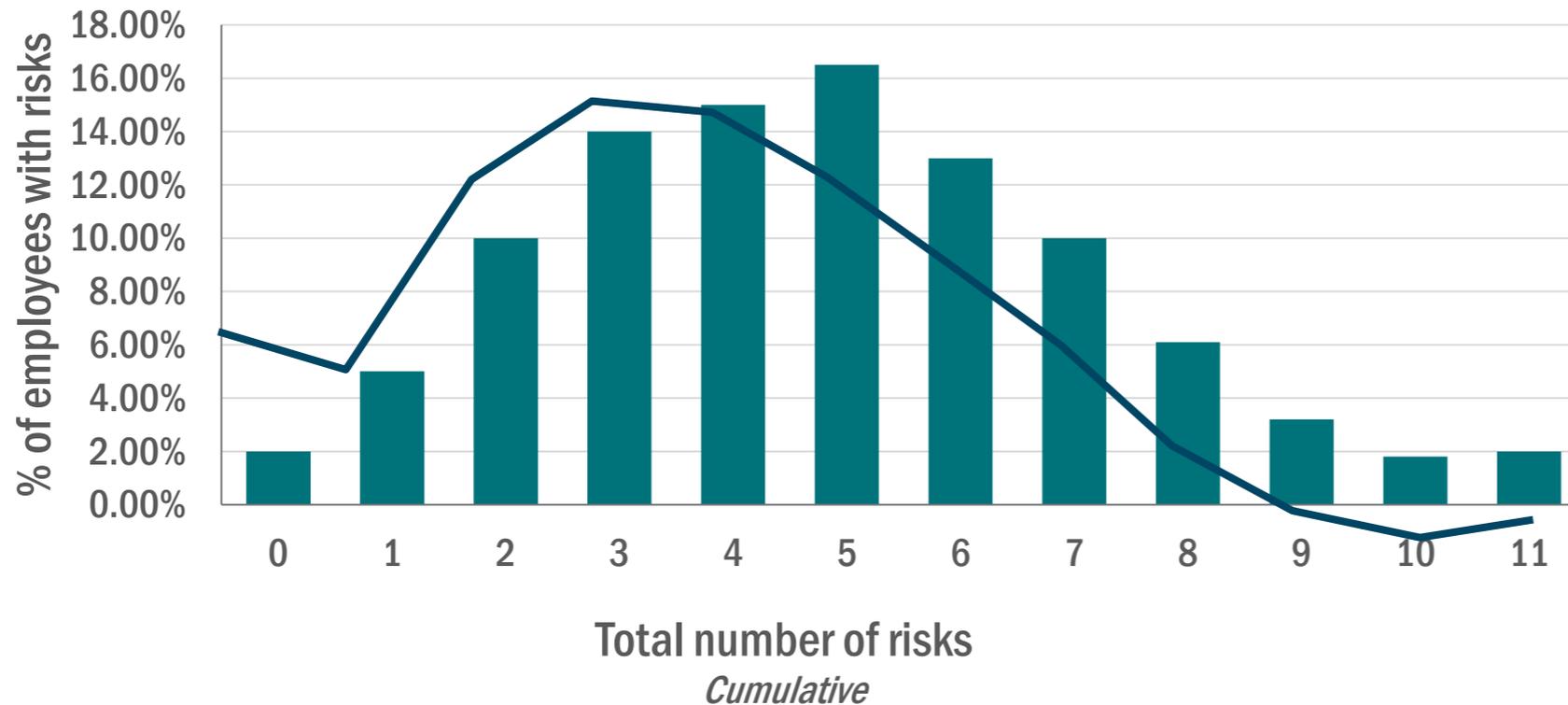
**Economic
outlook**

**Recent
Recession**

contributing to poor
employee health
and wellbeing

EMPLOYEE HEALTH RISKS - ABOVE THE INDUSTRY AVERAGE

Percentage of employees with health risks

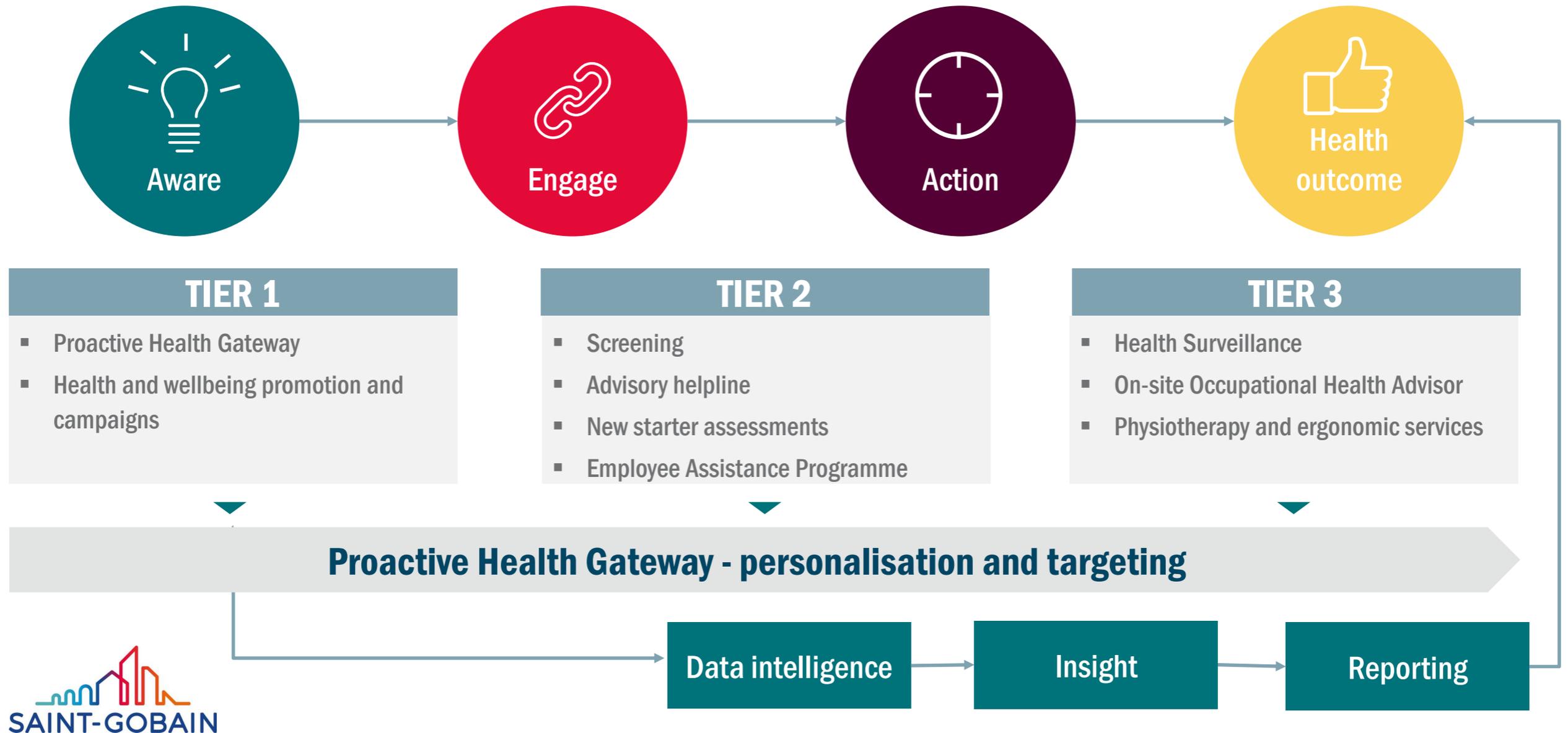


Saint-Gobain risks
 AXA PPP healthcare portfolio

Prevalent health risks

Psychological	15.1%
Diet quality	10.9%
Cardiovascular	11.1%

OUR SUCCESSFUL PROGRAMME



ALL YEAR ROUND ENGAGEMENT



BETTER HEALTH OUTCOMES - A HEALTHIER, MORE PRODUCTIVE PLACE TO WORK

1442

years younger

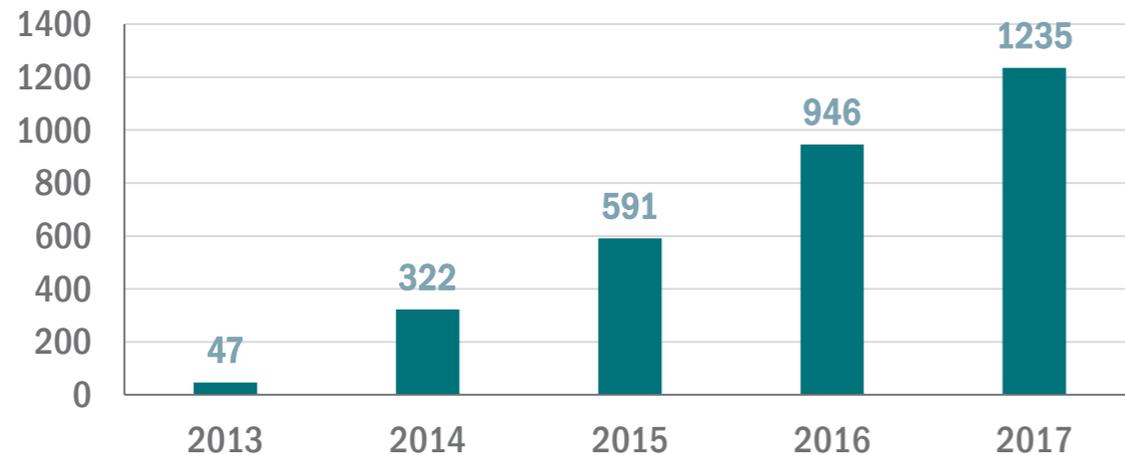


94%

employee health engagement score

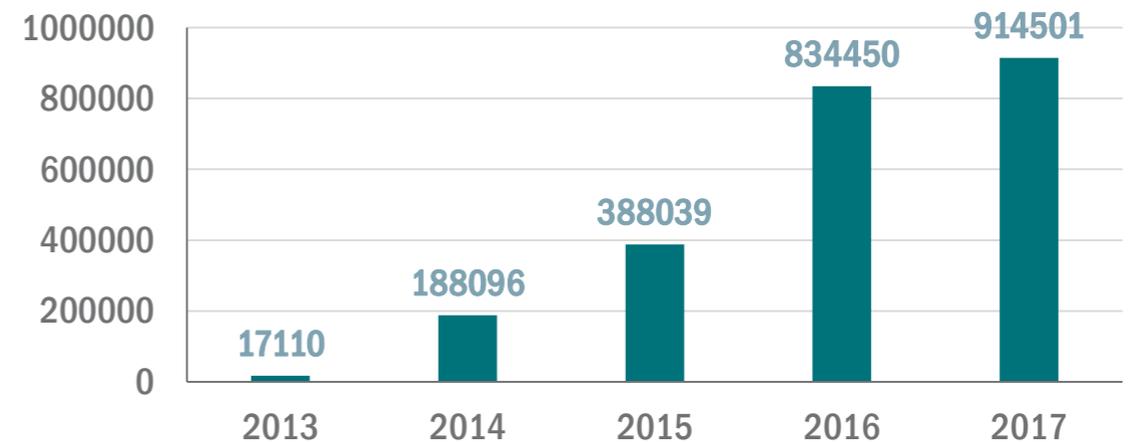
-1235 health risks

Health risks reduced



+ £914,501

£ value created





QUESTIONS?