



# Healthy*Balance*

A program to improve health and create a balanced lifestyle for your employees—and your organization.



**WH** *Winona Health*  
*Healthy starts here.*



# The benefits of having healthier employees

If you could, over time, help your employees improve their health and wellbeing, imagine what it could mean for your organization: lower healthcare costs and higher productivity. Then imagine what it could mean for our community: healthier employees; healthier families; stronger organizations; a stronger community. Through collaboration and teamwork, *HealthyBalance* can make a positive difference in your employees' lives, your company and our community.

## Ready for a healthy start?

At Winona Health we understand the importance of investing in the health and wellbeing of our employees. Since initiating our employee wellness program in 2008, we have seen a decrease in health risk factors including weight, blood pressure and blood glucose.

## We're here to help.

By reducing risk factors and providing a catalyst for sustainable change, we're taking a proactive approach to improving employee health and lowering healthcare costs. Let us help your organization do the same.

Our objective with *HealthyBalance* is to work with your organization and your employees to make measurable improvements toward better health and wellbeing.



**WH** Winona Health

# Are you balanced?

The first step to understanding what your organization needs is to assess worksite support for a healthy and balanced lifestyle.

We will review the following wellness-related areas:

- Nutrition • Physical Activity
- Wellness Support • Smoking • Stress
- Health Screening • Organizational Foundations



## Program Components

Our flexible program means you can select from a variety of components appropriate to your workforce. The two main components — a wellness evaluation and wellness activities — will provide your organization and your employees with information to address areas for improvement.

### Wellness Evaluation

#### Personal Health Assessment

A Personal Health Assessment is an online questionnaire designed to gather information about each employee's personal health. The Personal Health Assessment will be used to evaluate risk for potential conditions and each participant will receive an electronic summary with personalized recommendations based on information they provide.

#### Labs/Biometrics

Labs/Biometrics are used to identify risk of chronic diseases and current health conditions. The labs portion will include total cholesterol, bad cholesterol (LDL), good cholesterol (HDL), triglycerides and fasting glucose. Biometrics will include blood pressure, pulse, height, weight, waist and neck circumference, and body mass index (BMI).

#### Advisor Visit

An advisor visit is a personalized consultation for each employee with a health advisor to review results of the Personal Health Assessment and lab screening, identify risk areas, provide suggestions for improving health, and making appropriate healthcare referrals for follow up.

### Wellness Activities

Some employees already participate in one or more healthy activities. Having a points-based wellness program gives them credit for doing healthy activities and incentivizes others to start participating in or making improvements in one or more of the following activities:

- **Prevention Exams and Screening**
- **Exercise**
- **Nutrition**
- **Organized Activities/Community Events**  
Some employees may participate in organized community events such as a 5K Run/Walk.

Employees can participate in a variety of other wellness activities through our program.

#### Classes and Challenges

We'll offer suggestions for and implementation of specific health classes targeted toward areas of concern based on aggregate data of your workforce. For example, health talks given by experts in fields including nutrition, exercise, and emotional wellbeing. Challenges are designed to meet the specific needs of your employees.



**For more information about the HealthyBalance program contact:**

**Anna Hudson**

ph: 507.457.7696 email: [ahudson@winonahealth.org](mailto:ahudson@winonahealth.org)

web: [winonahealth.org/healthybalance](http://winonahealth.org/healthybalance)

**WH** *Winona Health*

855 Mankato Avenue • Winona, MN • 507.454.3650 • [winonahealth.org](http://winonahealth.org)

# Stepping Stones to Wellness at Winona Health

**We have improved the health of our employees and want to help you do the same for yours.**

Winona Health has been devoted to improving the health and wellbeing of the community since 1894. We witness the costly and often heartbreaking effects that unhealthy lifestyles have on people every day, and we want to play a larger role in helping people take proactive steps to a healthier, happier life.

With that goal in mind, Winona Health developed and implemented its own employee wellness program in 2008. We continue to focus on decreasing risk factors by increasing health awareness and improving engagement.

**93%\***

of participants said  
the program helped them  
**improve their health**

\* Based on recent satisfaction survey.

## Phase 1

- Create awareness of employees' health status
- Basic labs and biometrics performed, information shared on risk areas
- Starting point for organizations, beginning years of worksite wellness

## Phase 2

- Continued awareness of employees' health status, engagement based on health risks
- Wellness adviser visits to discuss at risk areas
- Monitoring and evaluation of program success

## Phase 3

- Continued awareness, engagement, and participation in the wellness program
- Focused interventions based on past personal assessment and health results
- Active outreach of those individuals at highest risk