



Case Studies in Employee Wellbeing
An interactive workshop
March 12, 2019

Today's Workshop



1. Why Wellbeing?
2. What is Wellbeing?
3. Does it Work?
4. How do we Engage our People?
5. What do we do Next?

GREATER CINCINNATI COMPENSATION AND BENEFITS ASSOCIATION

WELLBEING WORKBOOK

CASE STUDIES IN WELL BEING
MARCH 12, 2019

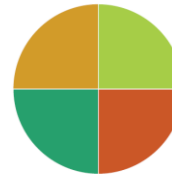


1 EXECUTIVE BUY-IN

YES NO

NEXT STEPS

2 DEFINITION OF WELLBEING



3 MEASUREMENTS

1 _____
A _____
B _____

2 _____
A _____
B _____

3 _____
A _____
B _____

4 _____
A _____
B _____

4 VENDORS

1 _____

2 _____

3 _____

4 _____

5 COMMUNICATION

VIDEO

GROUP PRESENTATIONS

PRINT

BATHROOM

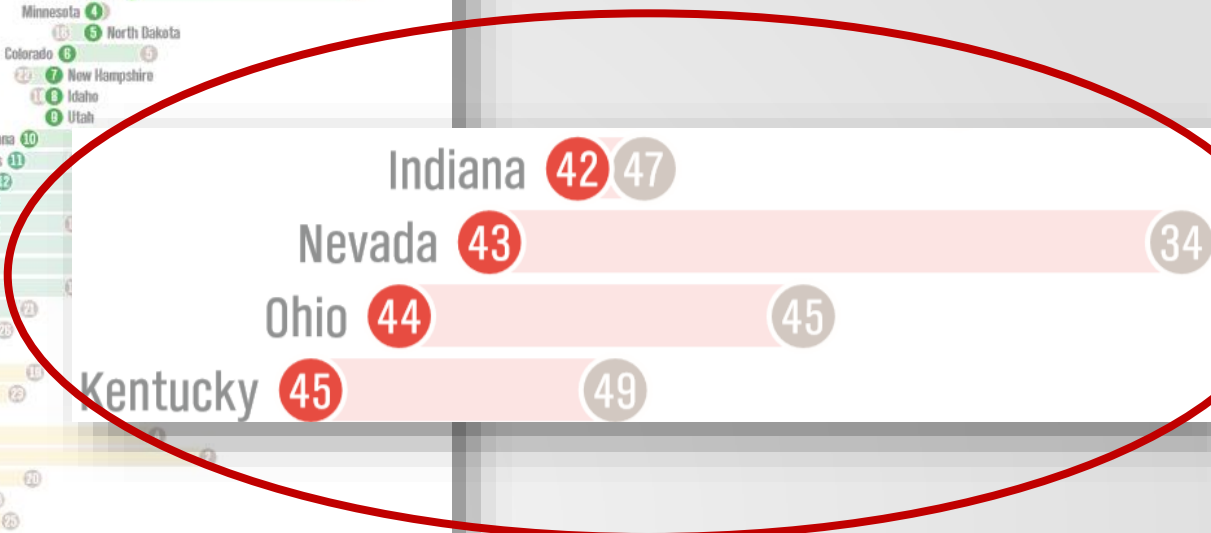
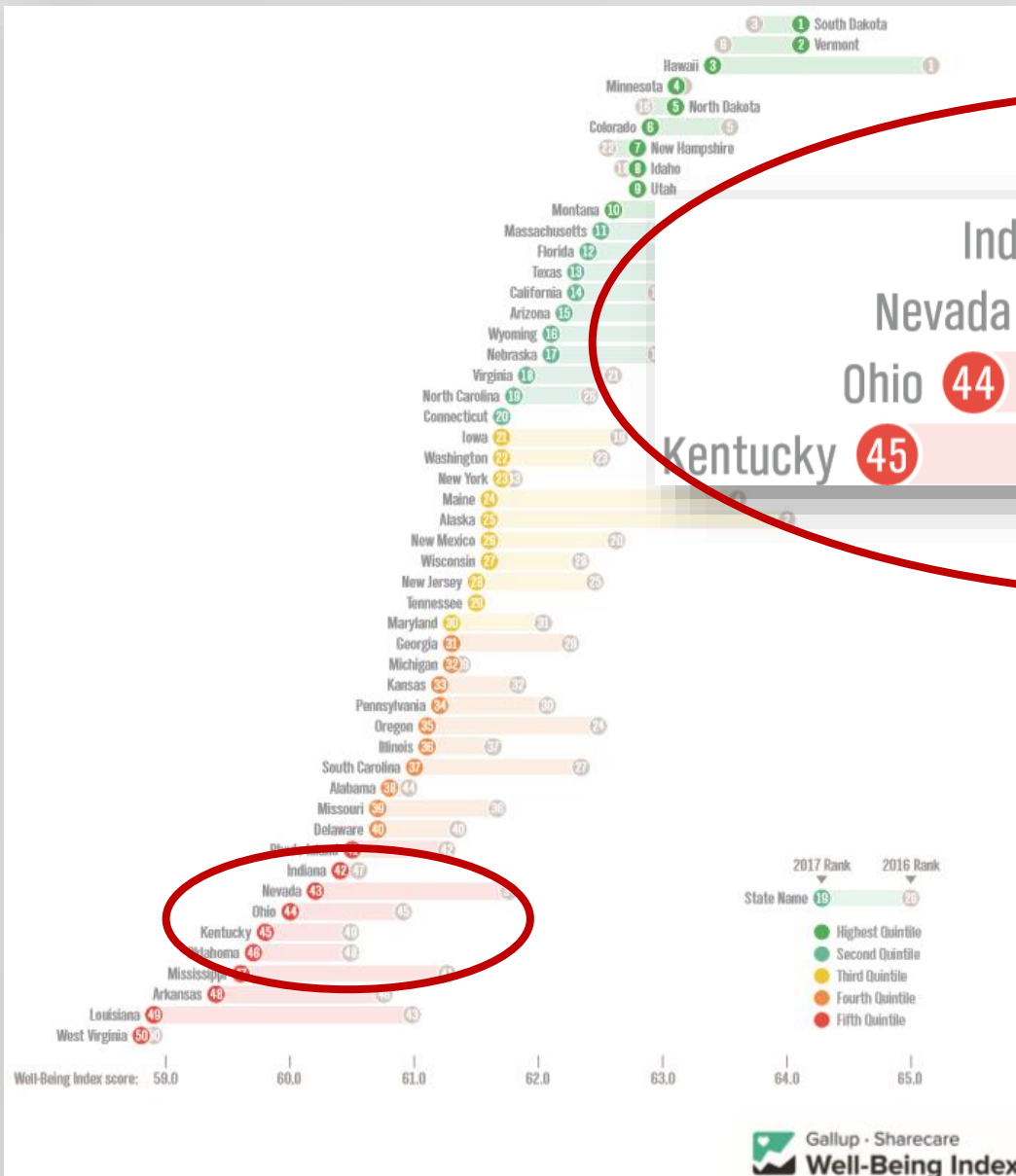
PODCAST

POLLING

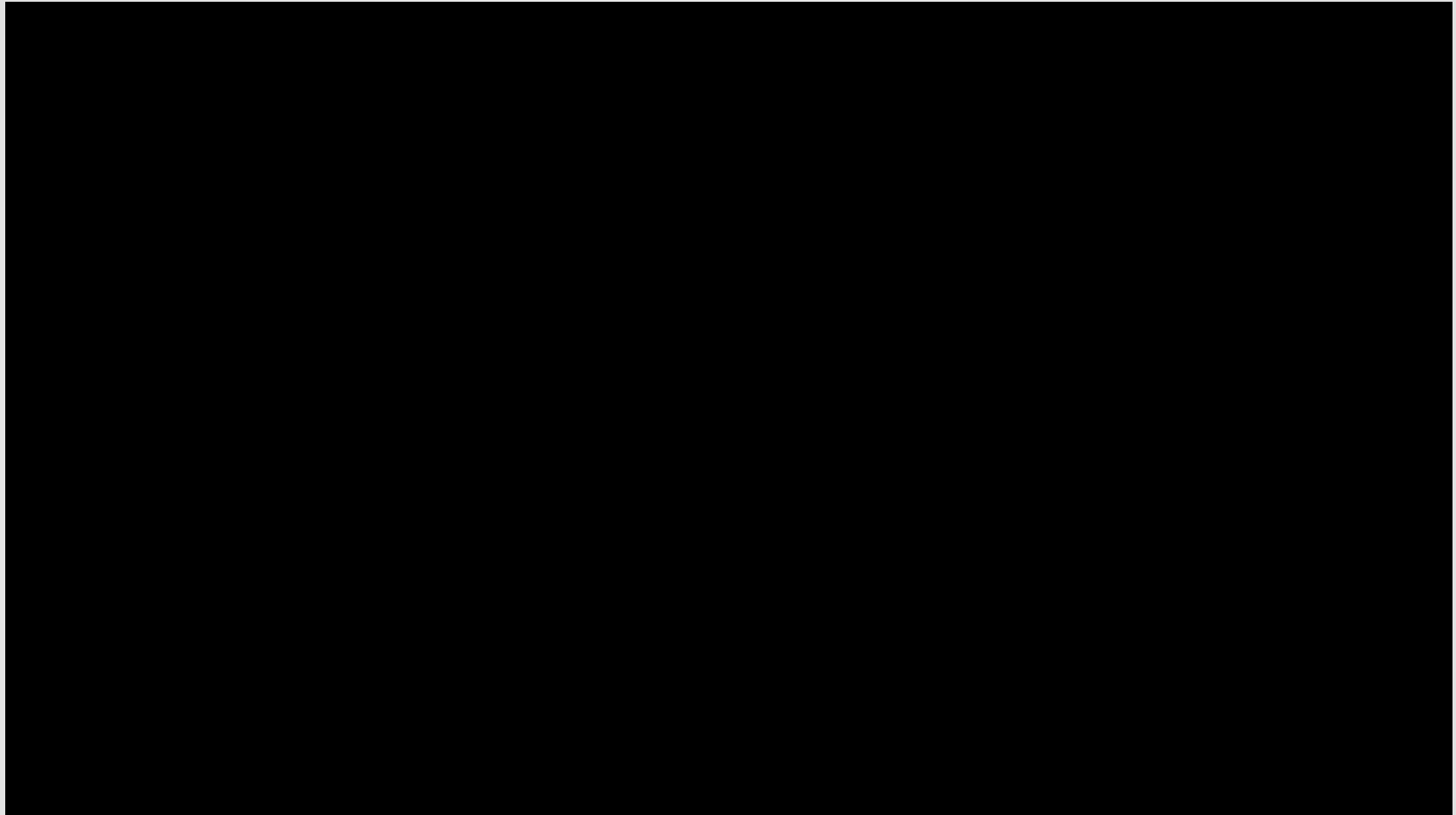
SOCIAL MEDIA

EMAIL

Why Wellbeing? Background



Why Wellbeing? It starts at the top!



Executive Buy-In & Leadership



- Competitive Advantage
- Employee Performance
- Lower Turnover
- Reduced Absenteeism
- Higher Sense Of Purpose



HORAN[®]

Health. Wealth. *Life.*

What is Wellbeing?

8 Definitions of Wellbeing

#1 Physical Health



*Having good health and enough energy
to get things done daily.*



Physical
Vitality



Lifestyle
Practices



Regular
Exercise

#2 Financial Security



Managing your economic life to reduce stress and increase security.



Budget &
Retirement
Planning



Wealth
Management



Risk
Management

#3 Emotional Health



Being in control of your thoughts, feelings, and behaviors. Having the ability to keep problems and life's challenges in perspective.

Stress Management

Healthy Decision-making

Lifestyle Decisions

Core Values, Purpose & Identity



#4 Community Involvement



*Liking where you live, feeling safe,
and having pride in your community.*



Engagement In
the Community



Philanthropic
Management



Social
groups



Active In the
Community

#5 Social Connectedness



*Having supportive relationships
and love in your life.*

Handling Relationships

- Family
- Social Relationships
 - Friends
 - Small Groups

Social Support & Cohesion

- Being with people who share similarities

Love Life

- Intimate relationships
- People who can help.

#6 Job Satisfaction



Working with people you enjoy while making a difference and understanding your career path.

Activities of Engagement at Work

Work Performance

Work Relationships

Pursue Top Career Skills

Recognition



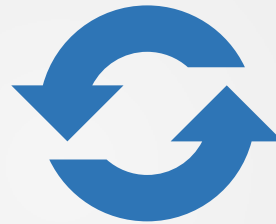
#7 Environmental



Living a lifestyle that is respectful of our surroundings



Time outdoors
Protecting Natural
Resources



Energy
Conservation
Recycling



Global Environment

Liking what you do each day and being motivated to achieve your goals.

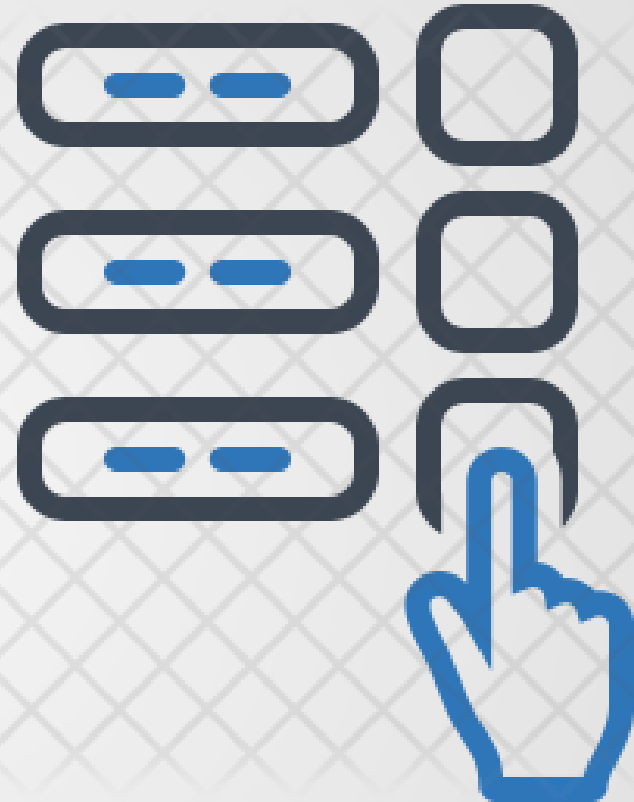


**HOBBY
LOBBY**


What definitions of wellbeing best fit your organization?

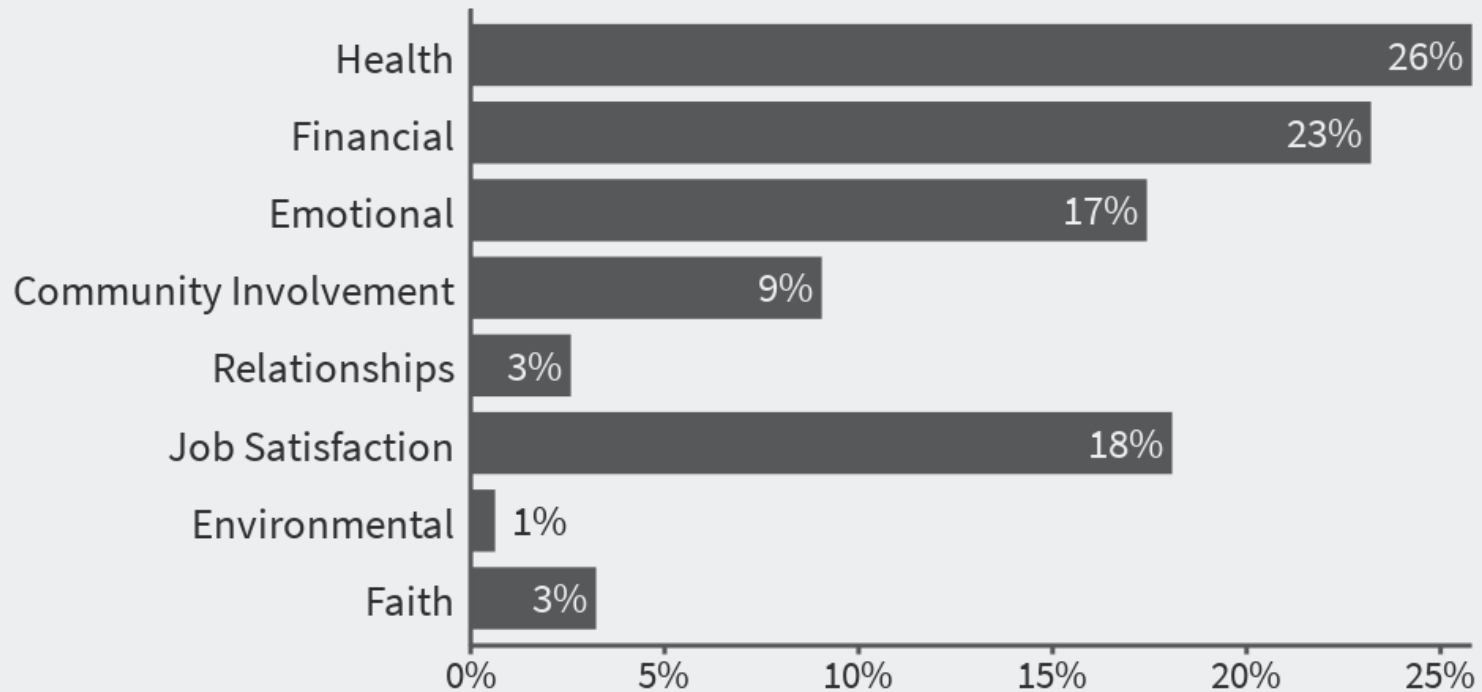
To Respond:

Text **GroupPoll** to **22333**

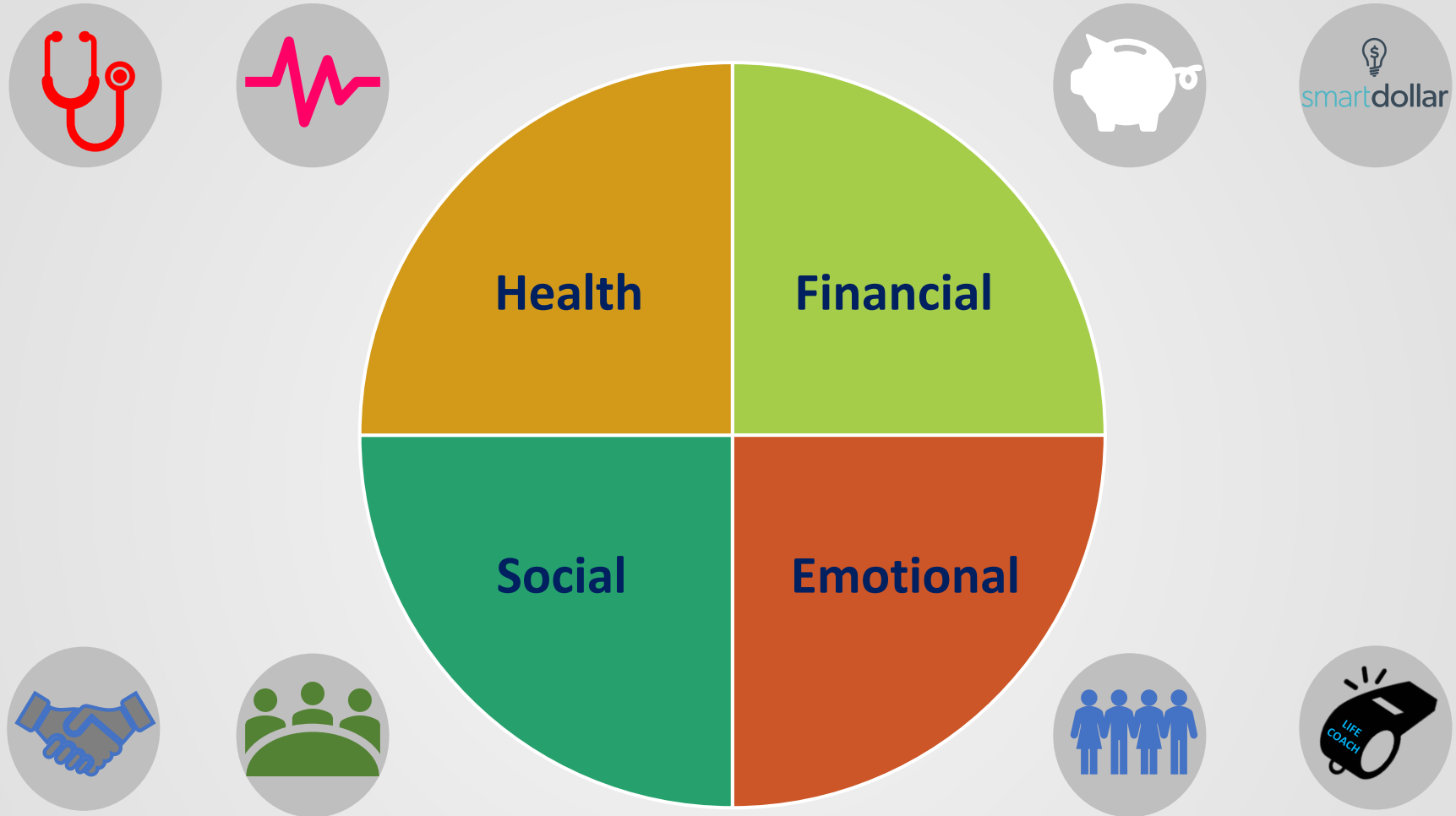


Which definitions of wellbeing best fit your organization?

 When poll is active, respond at Pollev.com/grouppoll  Text **GRUPOPOLL** to **22333** once to join



What is Wellbeing?





HORAN[®]

Health. Wealth. *Life.*

Does is Work?



Mollie Fry

Benefits & Wellbeing Manager

First Financial Bank

OurHealth
Well made simple.

The logo for SmartDollar, featuring a lightbulb with a dollar sign inside it.

smartdollar

Wellbeing

First Financial Bank

Background

2018 Merger:



+



Wellbeing – carried on

- 📄 Culture
- 📄 Engagement
- 📄 Retention / Recruitment
- 📄 Truly Investing in our Associates – holistic wellbeing
- 📄 Executive buy-in

it's just **different** here.

Investing in our People is a key part of our strategic intent.



FIRST

first financial bank

Physical Wellbeing



Wellbeing Program

- Voluntary
- 3 Incentives:
 - Additional HSA dollars
 - Wellbeing PTO day
 - Live Well Program reimbursement – Wellbeing is not a “one size fits all”
 - Physical & Financial



Vendors:



Metrics:

- Year 1: Portal registry & MyClinic visits

Financial Wellbeing



Vendors:



Metrics:

- ▢ Participation
- ▢ Total Financial Turnaround
 - ▢ Total Debt Eliminated
 - ▢ Total Savings Added

<p>TOTAL FINANCIAL TURNAROUND Based on 79 participants</p> <p>\$1,147,031</p> <p>Participant Average / \$14,518</p>	<p>Total Debt Eliminated</p> <p>\$677,165 Participant Average / \$8,571</p> <hr/> <p>Total Savings Added</p> <p>\$469,866 Participant Average / \$5,947</p>
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Lindsey Stanfill, PHR, MBA
Human Resources Manager
thyssenkrupp BILSTEIN of America



Stephanie Flannery, COSS, ECoP
Occupational Safety & Health Manager
thyssenkrupp BILSTEIN of America



BUILT 2 
GIVE BACK



thyssenkrupp Bilstein of America, Inc.

Driving Employee & Cultural Wellness

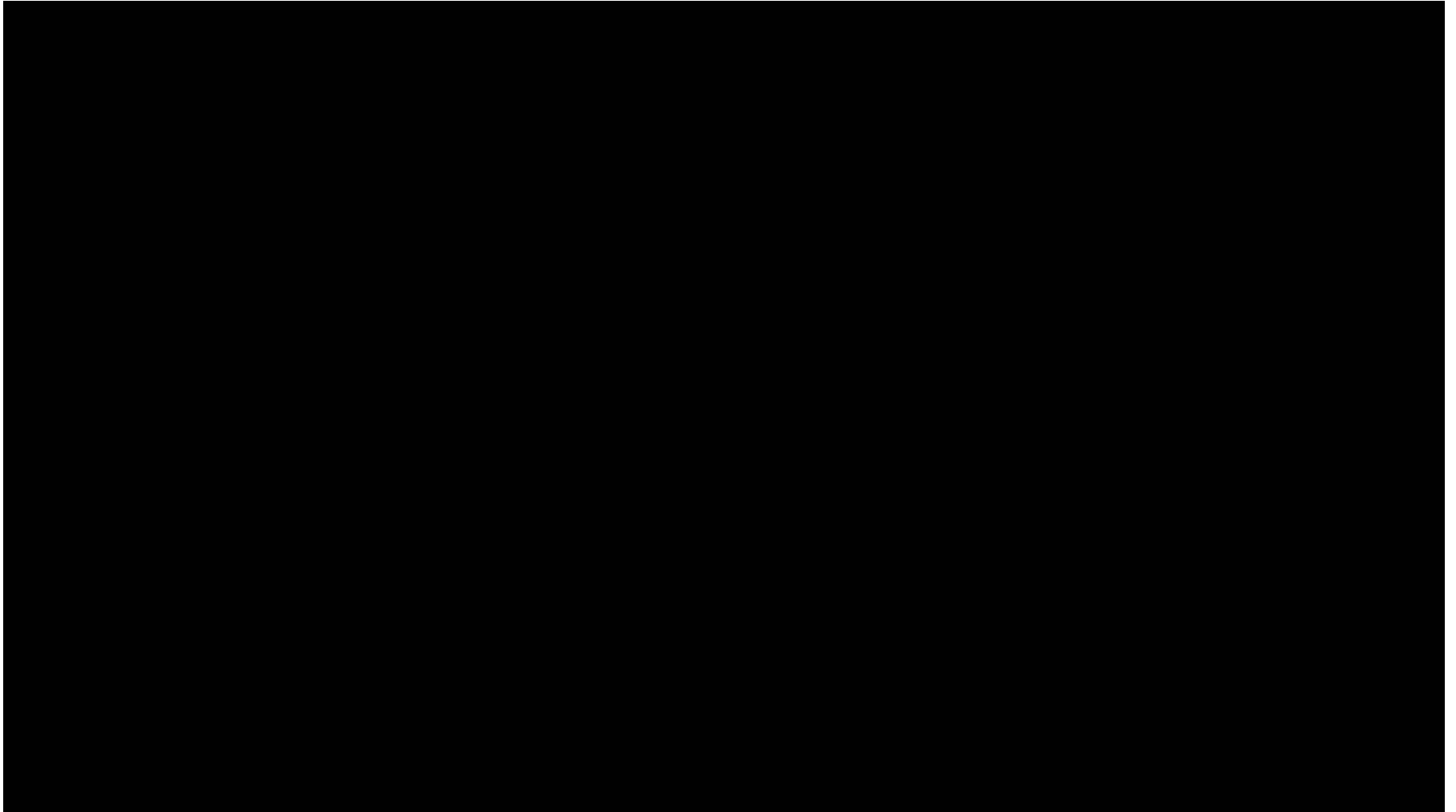
March 12, 2019

engineering.tomorrow.together.



thyssenkrupp

Bilstein Shocks



Bilstein Plant Hamilton *8685 Bilstein Blvd, Hamilton*



Quick facts

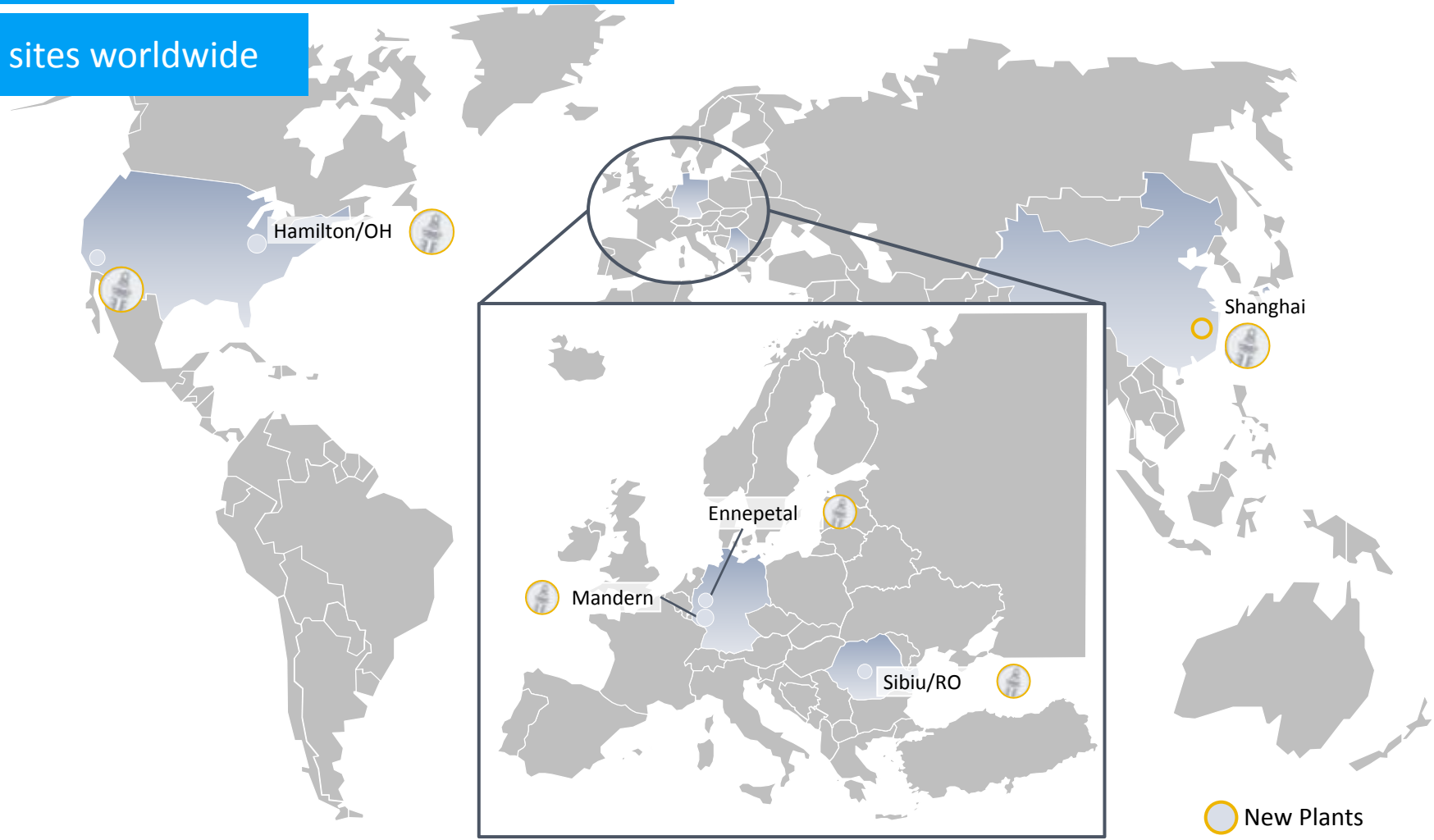
- Bilstein NA Headquarters
- Manufacturer of high performance shock absorbers
- 750 employees
- 24/7 operation
- 170,000 square feet of production space
- 12,000-14,000 shocks produced daily
- OE & AM operations
- Customers include Tesla, Mercedes, Chrysler, Jeep, Ford, Dodge & the Motorsport Industry



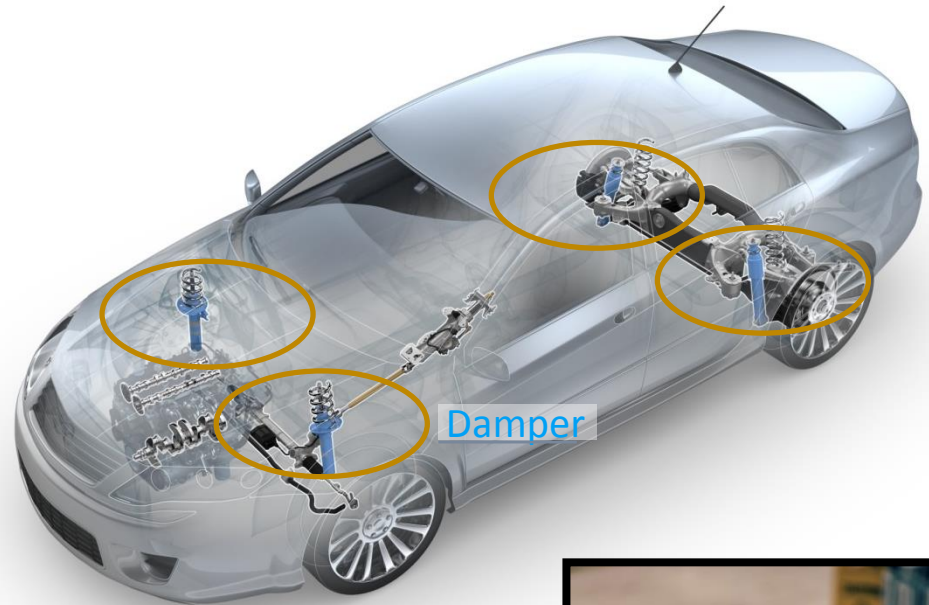
thyssenkrupp Bilstein– Our Global Presence

Products: Dampers & Suspension struts

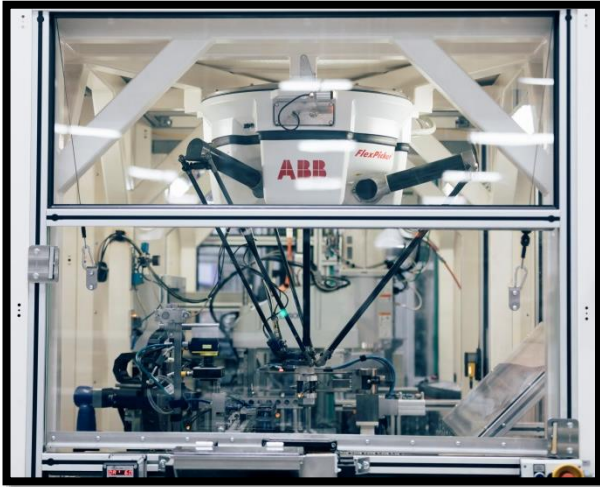
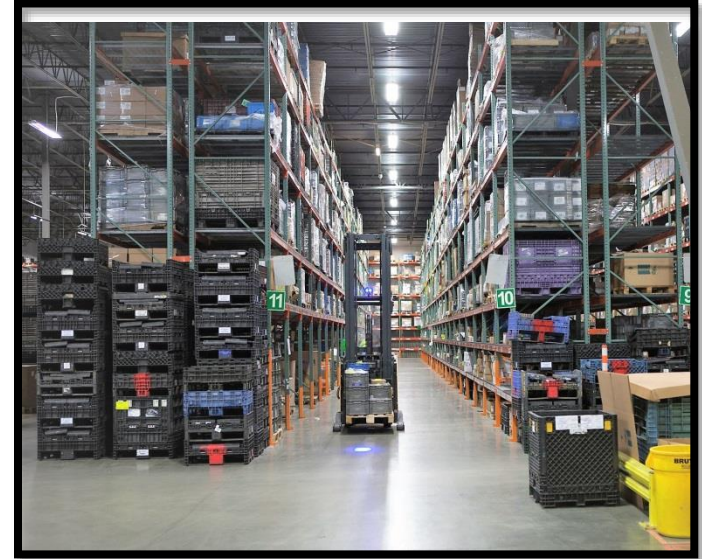
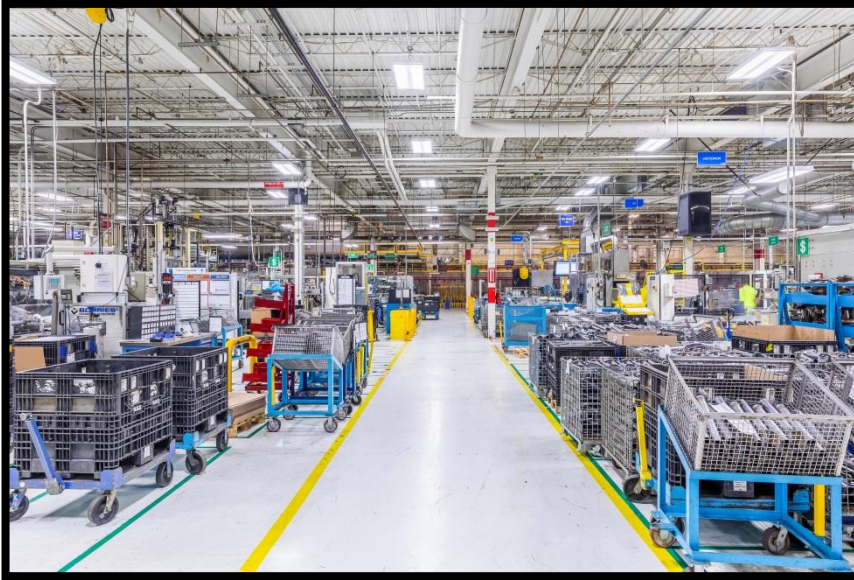
7 sites worldwide



Our Product



Manufacturing Environment

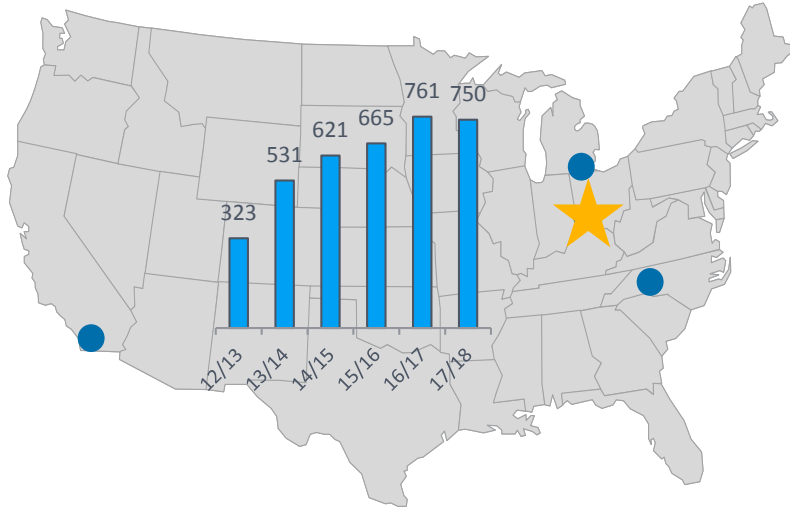


- Average 40% turnover in manufacturing industry; Bilstein's goal is 19%
- Clean, climate controlled environment
- Clear processes and work instructions
- Work is difficult and shifts aren't flexible; overtime is often required. This takes a toll on the body and spirit.



Creating a stable workforce

Employee Headcount- Plant Hamilton



What's important to our people outside of work?

How do we create a positive company culture?

How do we attract talent?

HOW DO WE CREATE ENGAGEMENT?

HOW DO WE GET EMPLOYEES TO OWN THEIR JOBS?



How do we retain employees?

Healthy happy employees = better business outcomes

What motivates our employees?



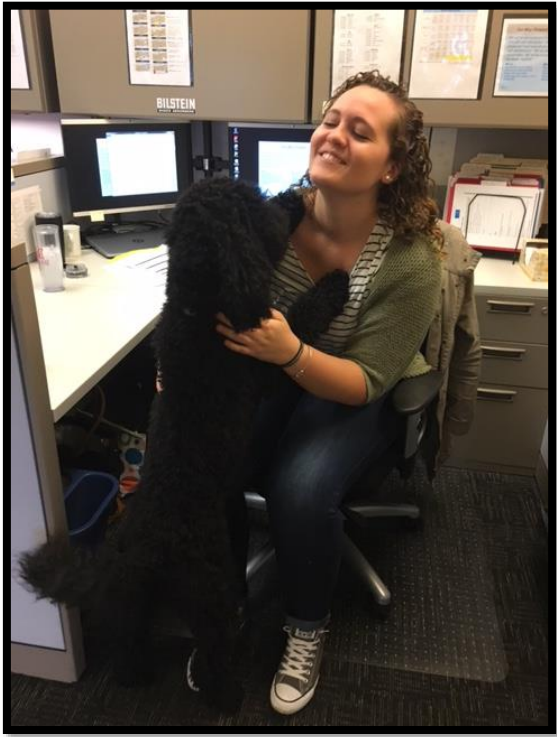
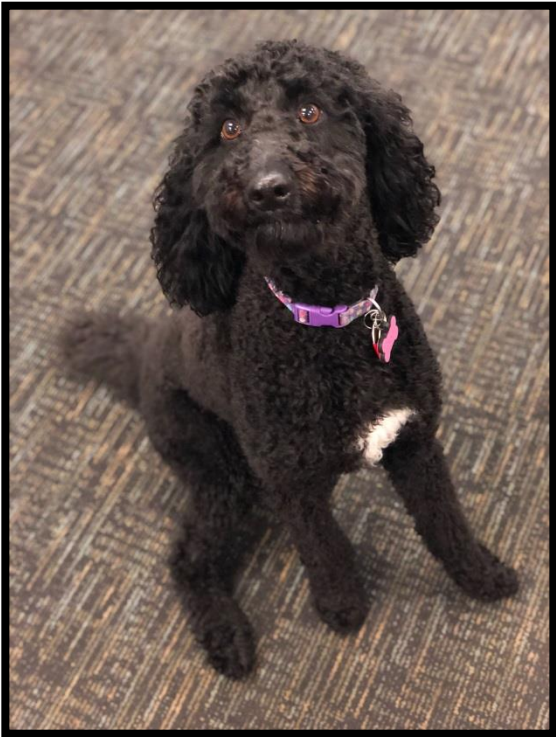
Wellness as a part of Culture



Our People- Diverse in every way



Emotional Wellness: Piper



Emotional Wellness: Life Coach

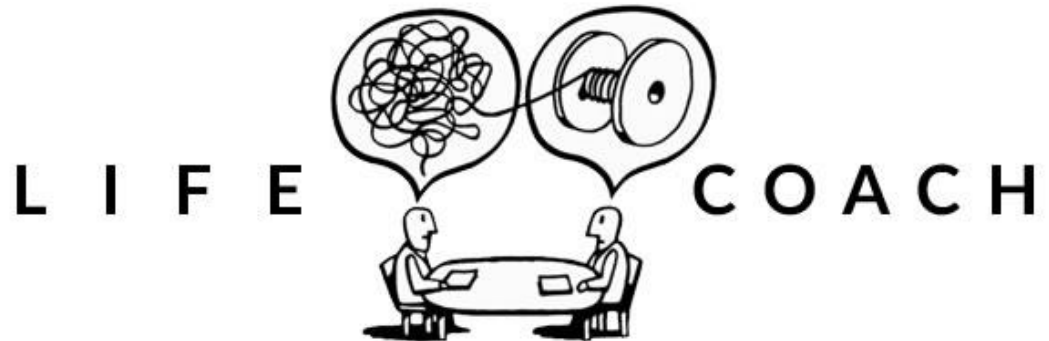


The Life Coach can help employees:

- find childcare
- set goals
- make the most of their income
- focus on strengths
- make the shift from full-time caregiver to working parent
- work through problems
- find reliable transportation
- earn a promotion
- develop skills for the job and more

Program Details:

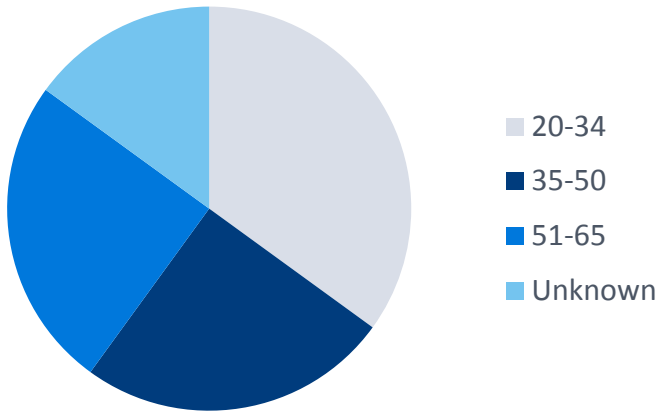
- On-site 20 hours per week
- Confidential resource
- Partnership with United Way Childhood Poverty Initiative and Lifespan
- Connects employees with local resources
- Alleviates the stressors outside of work that can cause performance issues and distractions at work



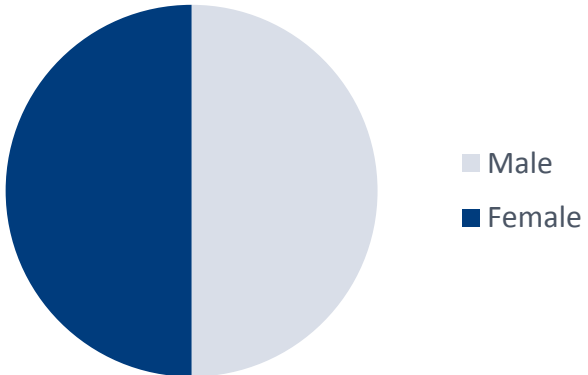
Emotional Wellness: Life Coach Activity by the Numbers...

From May to February 2019, our Life Coach has met with 55 employees, holding a total of 165 meetings

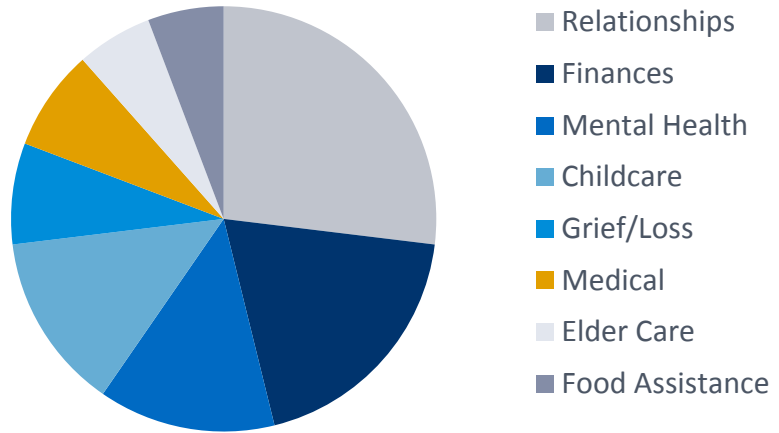
Age Range



Gender



Why did you see the Life Coach?



47 outside referrals have been provided to 36 clients, including referrals for:

- Mental health
- Transportation
- Food assistance
- Public benefits
 - Elder care
 - Housing
 - Childcare
 - Finances
- Substance abuse
- Grief/Loss Counseling
 - Legal Aid
- School Support Specialist

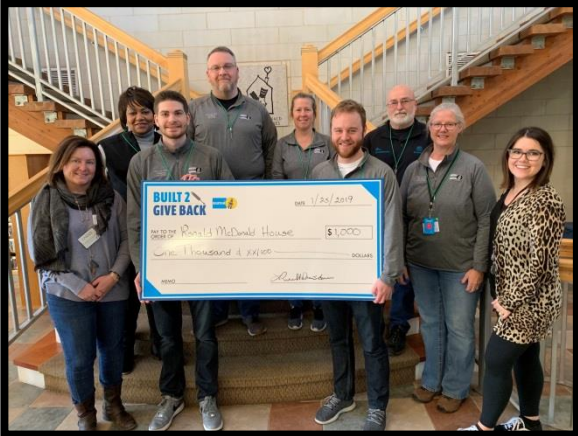


Community: Built 2 Give Back

BUILT 2 GIVE BACK

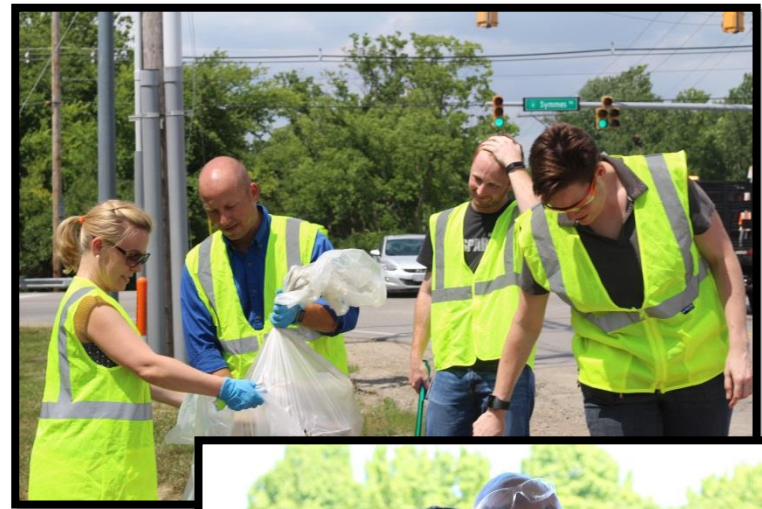


HOLIDAY FOOD DRIVE



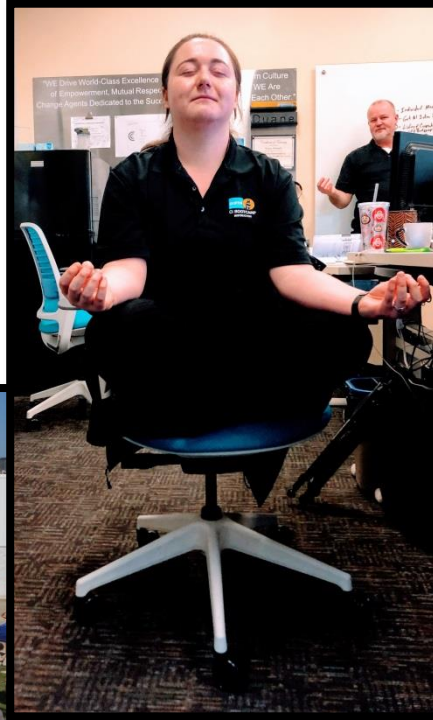
Community: Built 2 Give Back

- Established as a 501c3 with the Hamilton Community Foundation
- Monthly raffles for employees who donate
 - Donations can be made by payroll deduction or cash
- Silent auctions are held for donated gifts or as a picnic fundraiser
- B2GB team consists of ~20 employees
- B2GB team meets monthly to vote on donation requests
- Each team member chooses an individual focus area
 - City of Hamilton development
 - Food drives
 - Sporting events
 - Fundraising
 - Child Advocacy
 - Arts in the community



Additional Initiatives

- Walking Path
- On-site Company Nurse
- Weekly Meditation
- Morning Yoga
- Have Fun!



At thyssenkrupp Bilstein of America, we are proud and honored to be a part of our employees' stories



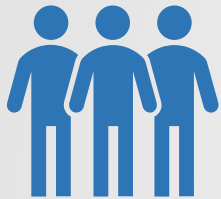
How Do We Engage Our People?



Videos



Print



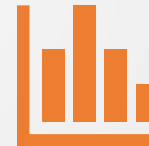
Group Learning



Podcast



EMail



Polls



Dog



“Toilet Talk”

What are the most engaging communication methods for your organization?

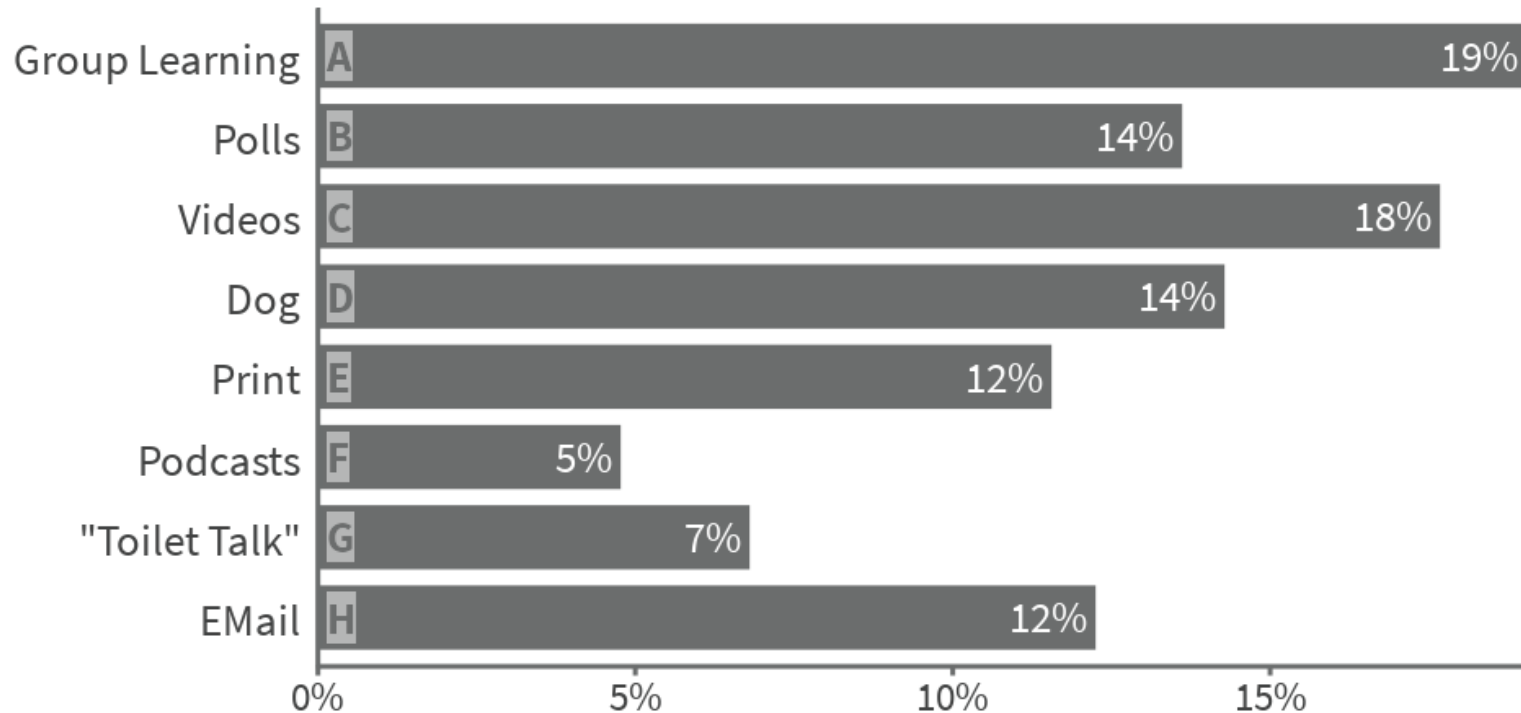
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What are the most engaging communication methods for your organization?

 Respond at Pollev.com/grouppoll  Text **GROUPPOLL** to **22333** once to join, then **A, B, C, D, E...**



Take Action!



- 1. Are your Leaders On Board?**
- 2. What is your Definition of Wellbeing?**
- 3. What will you Measure?**
- 4. Evaluate Vendors**
- 5. How will you Communicate?**
- 6. Implement & Succeed!**





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Questions?