



# Turning data into results

Evaluation tools to target resources, identify outcomes, and validate your investment

## Identify the impact and results of your workplace well-being programs

Use your program data to drive success and measure returns. Quantify current risks, predict outcomes, and develop future strategy for positive change.

Health Improvement Solutions (HIS) provides evaluation and analysis tools to directly link well-being to outcomes and shines a light on effectiveness and impact. Calculate costs, track results, and turn data into strategy for confident investments in workplace health initiatives.

### HIS evaluation tools quantify and identify:

- Health-related Lifestyle Costs
- Impaired- and Lost-Performance Costs
- Workplace Cultural Norms
- Program Investment Effectiveness (ROI/VOI)

## Monetize results

Enhance program effectiveness

Target resources for investment

Manage health-related costs Increase performance & productivity

Starting a new program, expanding initiatives, or removing barriers to improvement all require evaluation tools to link data to results and predict outcomes. HIS brings science-backed, field-tested tools, and strategies to promote behavior change and manage costs.

### Our difference stands out:

- Strong focus on business case development
- Tailored evaluation plan and services
- Proprietary tools and database
- Extensive experience establishing the health and productivity connection
- U.S. and international experience conducting health-related productivity measurement, program planning, and implementation

**HEALTH IMPROVEMENT**  
S O L U T I O N S





# HEALTH IMPROVEMENT SOLUTIONS

## Evaluation Tools

### **CALCUL8**

#### ***Innovative medical claims analysis to manage costs***

- Identify costs that can be modified or prevented through health management and wellness programs
- Quantify productivity loss associated with health-related risks
- View composite of claim costs related to data including: demographics, health claim metrics, employee health risk assessment, and compensation
- Project future ROI and costs for interventions based on major diagnostic categories (MDCs) related to lifestyle and behaviors
- Calculate break-even analysis and ROI projections using comparative data
- Field-tested strategies, based on science, to manage future health-related costs
- Identify specific interventions to impact employee behavior and corresponding costs

### **Productivity Plus Survey (PPS)**

#### ***Explore the health & productivity link***

- Link health risks and chronic conditions to performance
- Calculate costs of presenteeism and absenteeism
- Monetize results of programs
- Comprehensive list of chronic conditions linked to work impairment
- Incorporates well-being components
- Two (2) recall periods for acute and chronic illness for improved accuracy with test-retest reliability
- Validate accuracy of self-reporting and employer record data
- Personalized report feedback for participants to connect their health choices to everyday performance and quality-of-life improvements



### **Health Enhancing Environmental Evaluation (HE3)**

#### ***Audit for health-related cultural norms***

- Assess impact of workplace culture on positive health practices to support positive behavior change in the workplace and encourage a healthy lifestyle environment
- Evaluate health-related norms, values, beliefs, attitudes, organization, and peer support
- Identify strengths and opportunities to determine which health practices likely to take root
- Identify cultural aspects that interfere or inhibit program success
- Deliver management-ready presentation and culture change plan

### **ROI/VOI Calculator**

#### ***Quantify program effectiveness & potential cost savings***

- Evaluate cost savings and project outcomes for subsequent years using medical and productivity risk costs
- Leverages extensive research and proprietary risk-factor cost database
- Factors all program costs including risk prevalence, program costs, staffing, administration fees, consulting, investment cost with vendor breakdown capability
- Return-on-investment reports for medical costs, productivity costs (absenteeism and presenteeism) and overall ROI
- Value-on-investment reports variables of participation, satisfaction, health impact, organization culture, productivity & performance, financial outcomes, and aggregate VOI.
- Interpretive reports for management

### **Add more to your wellness program**

Identify employee wellness needs with the addition of health assessment tools. Combined with these evaluation and planning tools, you can assess health-related risks and opportunities while providing employees tailored feedback.

Build and manage a comprehensive workplace health management strategy with the experience of Health Improvement Solutions.

Contact us today at [support@healthimprovementsolutions.com](mailto:support@healthimprovementsolutions.com) or 402-827-3330  
[www.healthimprovementsolutions.com](http://www.healthimprovementsolutions.com)

Health Improvement Solutions (HIS) is a leading provider of health and wellness program planning, evaluation, and program services. Founded in 2005 by Dr. Joseph Leutzinger, HIS offers a full range of products and solutions designed for all sized employers across a variety of industries to improve employee health and productivity.