

# ValueEngine™ Practice Section 1: Organizational Engagement

**Below are common foundation practices** that address organizational engagement within value-based health management. Compared to the best-practice goals stated below, rate each foundation practice as either below, meets, exceeds, or not implemented.

## Best-Practice Goals

- Establish employee health and well-being as a stated business goal and corporate value from a senior management perspective.
- Secure middle management support for the organization’s health and productivity management goals.
- Link and engage employee health-related services to business goals.
- Ensure eligible population is fully aware of the organization’s commitment to employee health and well-being and its relationship to the health of the organization.
- Engage employees and their dependents in understanding the true costs of healthcare and the impact these costs have on business success and employability.
- Encourage employees to have a sense of ownership in the health management program.

## Foundation Practices

1. Senior management is committed to health promotion and the appropriate management of health conditions, as an important investment in our human capital.
2. Based on our data, all levels of management are educated about the association between employee health and productivity and the total value to the organization (e.g., lower health- and productivity-related costs, improved recruitment/retention, improved engagement).
3. Our health and productivity strategies are aligned with our business goals.
4. Our health benefits support prevention, risk intervention, and disease management, and are free of barriers to evidence-based interventions.
5. Our incentives support personal accountability and motivate employees to stay healthy, reduce at-risk behaviors/clinical measures, and/or adhere to disease management regimens.
6. Our employees are educated about the true cost and total value of personal health and the impact they have on business success.
7. We address health- and safety-related issues cross-functionally and align our services/programs to the business goals of the organization.
8. We have established a lay-leadership network of employees within all worksites to help promote and motivate their co-workers to engage in sponsored programs.
9. Our organization applies concepts of a “learning organization” in order to improve our value-based health management practices.
10. Middle management to supervisors are accountable for supporting our health management programs.

	Not Implemented	Below	Meets	Exceeds
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15

### Calculating Your Practice Section Score

1. Total the scores in each respective column. Record here.
2. Total all column scores *gross score*. Divide gross score by 150.
3. Multiply your answer by 100. This is your adjusted *Practice Score*.
4. Place your Practice Score in this box.

Also record this score on the ValueEngine™ *Benchmarking Summary Worksheet*.

\_\_\_\_ /150= \_\_\_\_\_

\_\_\_\_ x100= \_\_\_\_\_