



Health & Productivity Benchmarking Tool

Health management programs are being rapidly adopted by plan sponsors to address the proven link between member health status, medical costs, and worker productivity. Knowing that these programs differ in design and impact, it is natural to wonder if your organization is getting the best value for the investments made.

Aon Consulting offers an inexpensive tool to benchmark the design and operation of your health management and lost time programs. The results will enable you to answer the key questions organizations have with respect to their health management programs, such as:

- "If we continue on our current path, will our health management program be successful?"
- "How do our health management offerings compare to national best practices?"
- "How can we achieve better outcomes from our programs?"
- "Which programs should we add or invest in?"

Health & Productivity Value-Based AssessmentSM

Aon Consulting's proprietary ***Health & Productivity Value-Based AssessmentSM*** is a comprehensive survey that evaluates critical aspects of a health and productivity program. The assessment tool is web-based and takes about 30 minutes to complete. It benchmarks your programs, policies, administration, and benefits against the health and productivity management best practices of the most successful employer programs in the country. The survey addresses eight key dimensions:

- Corporate culture and leadership commitment
- Health management programs and incentives
- Communication and promotion of programs
- Programs, policies and work environment
- Absence, disability and productivity
- Workers' compensation integration
- Program integration and coordination
- Data management and evaluation

The tool relies on a series of questions to explore components of competitive health and productivity programs critical to achieving population health and workforce productivity improvement, high return on investment and participant satisfaction. It is easy to use.

Once the survey is completed, Aon's experts score the results and prepare a customized dashboard that can be shared with senior management to support future initiatives for improving the workforce's health. The dashboard report summarizes survey findings and highlights program strengths and opportunities in an easy-to-read and visually appealing format. The results are supplemented by findings from respected organizations such as Wellness Council of America (WELCOA), Health Enhancement Research Organization (HERO), and the Integrated Benefits Institute (IBI).

Using best practice benchmarks for each question, our report will establish a baseline understanding of current design and surface opportunities for improvement as your organization navigates the road to a healthy culture and successful program.

Possible Uses of Findings

- Use best practice findings when discussing budget needs with senior management
- Convince health plans / vendors of the need for enhanced or different services
- Create strategic understanding and baseline of health and productivity services
- Establish short-term and long-term planning priorities
- Identify variation in health management programming by business unit
- Guide benefit plan redesign to match best practice approaches

Aon Contacts:

Northeast
Nimisha Bhatt
p: +1.732.271.2670
e: nimisha_bhatt@aon.com

Joe Marlowe
p: +1.610.834.2137
e: joe_marlowe@aon.com

Central/West
Debi Heck
p: +1.832.476.6779
e: debi_heck@aon.com

Southeast
Julie Norville
p: +1.404.264.3091
e: julie_norville@aon.com

Getting Started

The **Health & Productivity Value-Based AssessmentSM** is ideally suited to organizations with 2,000 or more employees. To get started, simply speak with your Aon Consulting contact or reach out directly to one of Aon's regional health and productivity leaders listed here.

Aon Consulting's Wide Range of Solutions

Aon Consulting Worldwide is shaping the workplace of the future through benefits, talent management, and rewards strategies and solutions. We leverage our global network of offices, unmatched talent, innovation, thought leadership, and operational excellence to deliver distinctive value to our clients.