



2022

Academy for Training with Certification in the Professional Discipline of Health & Productivity Management

IHPM's Academy is a participatory learning experience that (1) provides attendees with an understanding of the health and productivity management model, (2) informs them with real-world lessons and examples from actually implementing the model, and (3) equips them with tools and program designs to do it themselves. Completion of this full Workshop will entitle attendees to Certification in the professional discipline of Health and Productivity Management.

Section I

I. Conceptual Framework of Health as the New Economic Asset

- Learning Objectives
 - i. Understand why health is the new economic asset for the 21st Century – for business and for nations
 - ii. Appreciate the total cost impact of work force health issues, or Burden of Illness (BOI)
 - iii. Understand how the health of the work force promotes the economic health and wealth of the nation by increasing productivity

II. ValueChain™ of Health and Productivity Management

- Learning Objectives
 - i. Understand the HPM Value Chain
 - ii. Know the fundamentals of Value-Based Health
 - iii. Translate better functional health into greater productivity

III. Module 1 | Section 1: Introduction to HPM | *HPM Model*

- Learning Objectives
 - i. Understand the definition of Health & Productivity Management (HPM)
 - ii. Know the major components of the HPM Model
 - iii. Understand how to build an HPM framework within your organization

IV. Module 1 | Section 2: Introduction to HPM | *Cost of Poor Health*

- Learning Objectives
 - i. Understand the total cost of health issues to the organization
 - ii. Identify the significant drivers of those total health costs
 - iii. Be familiar with research findings on the total cost of health issues
 - iv. Create a business case for reducing those total health costs

V. Module 1 | Section 3: Introduction to HPM | *Implementation*

- Learning Objectives

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- i. Understand the process for implementing the Health & Productivity Management (HPM) Model
- ii. Know the steps required to implement the Model
- iii. Identify needed modifications for implementing the Model in your organization

SECTION II

VI. Module 2 | Section 1: **Measurement | Understanding Assessment: *Hong Kong Hospital Authority – An International Case Study***

- Learning Objectives
 - i. Ability to prioritize employee health risk categories to select the most important targets for risk reduction
 - ii. Knowledge of the large numbers of employees who have multiple health risks and, therefore, higher health care costs and more lost productivity
 - iii. Awareness of the large productivity impact of these health risk factors

VII. Module 2 | Section 2: **Measurement | Understanding the Importance of Measurement: *Self Assessment Tools from The Gold Book***

- Learning Objectives
 - i. How to measure relationship of worker health to productivity in the modern workplace
 - ii. Choice of leading measurement tools and developers
 - iii. Framework for questions needed to measure on-the-job productivity

VIII. Module 2 | Section 3: **Measurement | Applying Measurement: *Productivity Loss***

- Learning Objectives
 - i. How to collect data that measure the financial impact of health-related issues on work performance
 - ii. How to prioritize chronic health risks and conditions for investments in HPM (Health and Productivity Management)

IX. Module 3 | Section 1: **Case Studies: *City of Phoenix, Arizona, USA***

- Learning Objectives
 - i. Learning Objective #1 — Appreciate the importance of worksite health programs to identify unknown health risks and prevent future medical events with large cost
 - ii. Learning Objective #2 — Learn the economic value of lifestyle behavior change programs that improve both employee health and workplace productivity

X. Module 3 | Section 2: **Case Studies: An In-Depth Experience Using the HPM ValueChain Model – *County of Santa Cruz, California, USA***

- Learning Objectives
 - i. Understand why the worksite is the ideal location to improve the health of a population
 - ii. Learn how to organize and carry out a successful worksite health management program that produces “real” results for workers
 - iii. Understand how combining measurement with motivation creates a powerful “engine” for personal behavior change

Extended Learning Modules:

XI. Preventing Serious Disease and Functional Impairment by Increasing Adult Vaccination Rates

- XII. Slowing the Chronic Disease Epidemic of Serious Obesity by Integrating Medical Treatment with Behavior Change

SECTION III

- XIII. Module 4 | Section 1: **Behavioral Health** | *Understanding Behavioral Health*
- Learning Objectives
 - i. Understand the prevalence and impact of behavioral health disorders on functioning
 - ii. Know the available treatments for behavioral health disorders and their rates of success
- XIV. Module 4 | Section 2: **Behavioral Health** | *Behaviors that Affect Health*
- Learning Objectives
 - i. Understand the importance of key health behaviors as determinants of a person's health status
 - ii. Understand the impact of behavioral health conditions as co-occurring disorders with chronic medical conditions
 - iii. Understand the types of interventions that can help people change behavior, decrease health risks, and improve health status
- XV. Module 5 | Section 1: **Wellbeing** | *Pursuit of Wellbeing*
- Learning Objectives
 - i. Understand the concept, components and significance of wellbeing
 - ii. Learn how to measure the level of wellbeing in the work force with validated survey instruments
- XVI. Module 5 | Section 2: **Wellbeing** | *Wellbeing Assessment & Performance Program*
- Learning Objectives
 - i. 1. How to fill critical gaps in existing measures of work force well being
 - ii. 2. How to assess overall work force wellbeing across multiple dimensions while also identifying sub-populations needing attention
- XVII. **Creating a Culture of Health**
- Learning Objectives
 - i. Discover the key "cultivators" of change within an organizational culture
 - ii. Find out which groups in the organization are critical to establishing cultural norms
 - iii. Learn which work climate factors determine if a culture can support better employee health
- XVIII. **Summary Overview of Lessons Learned**

The Workshop/Academy will conclude with an interactive discussion of the key elements of Health and Productivity Management, the barriers to be overcome in making it work, and the rewards to be gained in higher levels of employee health, morale and performance.