

INDUSTRY

manufacturing

COMPANY: Hendrickson

EMPLOYEE POPULATION: 4,300

LOCATIONS: 20



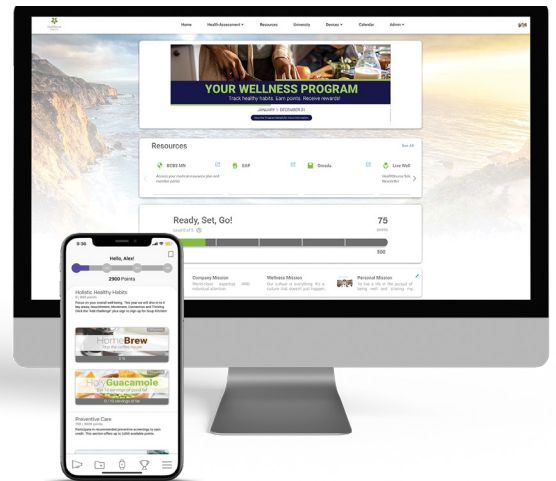
UNDERLYING BACKGROUND

Hendrickson had been struggling with program “buy-in” and limited resources as they worked to serve a population sprawled across multiple locations. Like many mid-sized manufacturers, engagement around health and wellness was recognized by leadership as a key area that can impact retention, risk management, medical claims, and recruitment.

STRATEGIC APPROACH

Build a solid infrastructure from which to grow a program that embraces the culture of Hendrickson and respects the individual nuance of each of their many locations:

- Develop an annual plan and communication strategy that build engagement across all locations
- Plan annual visits to locations to connect with employees and HR partners; assess needs and interests from employees while gathering feedback and data for future planning and initiatives
- Partner with existing benefit vendors to eliminate silos (EAP, BCBS, WEX, Occupational Health)
- Collaborate with the HR teams at each location, maintaining consistent messaging and accountability
- Coordinate biometric screenings, both offsite and onsite
- Focus on each location’s culture to tailor experiences that engage employees



Access to health portal on multiple platforms



Charity mud run sponsored by Hendrickson



Driving connection by sharing hobbies — classic cars!

SOLUTION OVERVIEW

Over a three-year period, the HealthSource Solutions staff helped guide Hendrickson into a new era of engaged wellness. Across the organization, employees are more involved and aware of their options and empowered to control their own health and wellbeing.

OUTCOMES

- Implemented a strategic communication plan that incorporates more activities and opportunities to get involved across all locations
- Re-designed the incentive structure to be more inclusive for all employees
- Formalized a regimen for blood pressure checks with our onsite manager at local sites and partnered with Occupational Health Partners to drive blood pressure checks at their sites
- Instituted virtual meditation breaks at five participating locations, including the manufacturing floor
- Built internal advocates through local HR partners and a Champion committee
- Tailored site-specific initiatives to drive employee connections
- Organized support to showcase the company's value of giving back to the community by establishing multiple channels of giving, adjusted for each site
- Raised awareness of preventive screenings by highlighting men's and women's health months

IN THEIR OWN WORDS...

“

The growth of the wellness program since Jen arrived has been amazing! She leads champion committees, customizes initiatives per location, connects us to resources, and is the face of wellness for our company.



dimensions of wellbeing

Physical

Social

Financial

Purpose

Career

Emotional

