wuww key takeaways

is wellness an investment delivering measurable value?



addressing the ROI conversation

Organizations invest in equipment maintenance, cybersecurity, and safety training to prevent problems. At our September 18 event, we asked why employee wellbeing is held to a different standard. A broker, wellness manager, and HR executive explored the ROI conversation, followed by participant table discussions regarding the value of workplace wellbeing.

three takeaways from the panel and participants

1. **Connect to goals.** Wellness endures when it supports organizational priorities. The Metropolitan Council's wellness manager shared how that connection has sustained its program for 22 years through leadership changes.
2. **Protect employee trust.** What have we promised employees? Before cutting wellbeing, consider what else could be lost: trust, engagement, connection, retention, and employees' belief that the organization cares.
3. **Think long term.** Start with the problem you want to solve. Look beyond annual renewals and ask what today's decisions could mean for employee health and healthcare claims three years from now.









conversations from the tables

Healthcare costs and access

Rising costs can increase stress and delay care. Tables explored year-round benefits education, healthcare navigation, preventive care, and affordable access to food and movement.

Safety and chronic conditions

Ideas included daily safety talks, stretch breaks, mindfulness, blood pressure checks, coaching, and benefit referrals. Employees need trust to report concerns and respond to outreach.

Burnout and connection

Short communications, small habits, and social connection can help reach employees, including remote and newer workers.

Retention and culture

Turnover affects employees who remain, too. Participants discussed exit interviews, culture surveys, manager training, visible support, and timely responses to concerns.

Different needs and life stages

Voluntary options let employees choose what matters to them. Strength training for women in perimenopause and menopause offered one example of addressing an under-served need.

Leadership involvement

Regular senior leader check-ins, manager support, and wellness onboarding for new leaders can connect wellbeing to organizational priorities.

WAKE UP with HealthSource Solutions WELLNESS



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