Boost Workplace Wellness with Nutrition Programs

Laura Jeffers, MEd, RD, LD
Outpatient Nutrition Manager
Center for Human Nutrition
Digestive Disease Institute
Cleveland Clinic
Today’s Objectives

- Identify the benefits of developing a nutrition focused wellness program in the workplace
- Establish various methods of providing nutrition and wellness services including one-on-one counseling, participating in health or community fairs, media interviews, and technology methods such as websites and blogs
- Familiarize with potential positive impact on nutrition wellness programs including revenue generation, improved health and increased employee engagement/satisfaction.
“Knowing is not enough; we must apply. Willing is not enough; we must do.”

—Goethe
Current Healthcare Trends

• **Overall outpatient services growing**
  – Need for MD’s to direct refer to RD
  – Market these MD’s

• **Insurance Coverage**
  – Value-Based Insurance Design
  – Figure out how to do more or maintain with less

• **Employee Benefits – Health Plan Coverage**
  – Improving quality of care and keeping people healthy longer
  – Reduce overall cost of disease management
  – Pay for Performance programs
Healthcare Costs

• The medical care costs of people with chronic diseases accounted for more than 75% of the nation’s $2.2 trillion medical care costs in 2009

• A number of studies published last year in *Preventing Chronic Disease* discuss wellness at work and the importance of expanding health promotion into the workplace

From: [http://www.cdc.gov/features/workingwellness/](http://www.cdc.gov/features/workingwellness/)
Centers for Disease Control and Prevention (CDC)- Workplace Wellness

- Public health in US can be improved by building workplace “cultures of health” supporting healthy lifestyles

- The Affordable Care Act (ACA), which includes the Prevention and Public Health Fund (PPHF), will support a new focus on prevention and wellness

- Offers opportunities to strengthen the public’s health through workplace wellness initiatives.
CDC on PPHF

• Contains many new provisions designed to improve public health and wellness

• Key prevention areas:
  1) Community prevention
  2) Clinical prevention
  3) Public health infrastructure and training
  4) Research and surveillance focused on workforce wellness
Benefits of Workplace Wellness

• Potential Win – Win situation = Best Case scenario
  
  – Employee Engagement / Satisfaction
  
  – Goal - Nutrition staff to embrace wellness initiatives
Strategies for Consideration

• Nutrition staff (RD/DTR) must have “buy in”

• Understand and believe in wellness

• Thoroughly discuss importance of being proactive for own health and wellness

• Managers to offer webinars, conferences, symposiums, speakers – to focus on benefits of wellness

• Leadership focus on preventive care vs chronic disease management
Supporting Data

• 75 Male office workers
• RD - four months
• Questionnaires; 24-hour recall
• Positive correlation – cholesterol, weight, BMI

<table>
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<th>Variables</th>
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<tr>
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<td>17 (22.7)</td>
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<td>17 (22.7)</td>
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<td>41 (54.6)</td>
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<td>WC, cm</td>
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<td>87.1 ± 6.2</td>
<td>0.083</td>
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</table>

General characteristic and anthropometric parameters of subjects before and after nutrition education*

BMI: body mass index, WC: waist circumference.

*Values are presented as mean ± SD or N (%); †Significantly different at a p < 0.05.

Small Changes = Sustained Weight loss

A "small-changes" workplace weight loss and maintenance program: examination of weight and health outcomes.

Zinn C, Schofield GM, Hopkins WG.
Centre for Physical Activity and Nutrition, AUT University, Auckland, New Zealand.

Abstract

OBJECTIVE: To compare the effect of "small-changes" and "usual care" workplace interventions on weight loss and to investigate the effect of small changes with or without maintenance on weight and health outcomes.

METHODS: Overweight/obese employees at two New Zealand worksites received a 12-month usual-care intervention (n = 53), followed by a 12-month small-changes intervention (n = 102). Small changes comprised a 12-week component, followed by 9 months of maintenance, implemented at only one worksite. Magnitudes of effects were assessed via a threshold of -5% (weight loss) and standardization (health outcomes).

RESULTS: Small changes showed beneficial weight loss relative to usual care in both worksites. For small-changes interventions, worksites reduced weight (12 weeks) and maintained lost weight (12 months). One in every three participants lost 5% or more weight. Some improvements in health outcomes were shown.

CONCLUSION: Regardless of maintenance, the small-changes intervention was successful in sustaining weight loss.
Vision of Workplace

- Leadership focus
- Organizational Goals
Strategies

• Once nutrition staff has determined wellness goals to promote nutrition services

• Embrace opportunities to partner with employees and wellness initiatives at corporation – top down approach
Successful Wellness Programs

• What's the hard return on employee wellness programs?

Harv Bus Rev. 2010 Dec;88(12):104-12, 142.

• Supported by six essential pillars:

  1 Engaged leadership at multiple levels
  2 Strategic alignment with the company's identity and aspirations
  3 A design that is broad in scope and high in relevance and quality
  4 Broad accessibility;
  5 Internal and external partnerships
  6 Effective communications

❖ Companies in a variety of industries--including Johnson & Johnson, Lowe's, H-E-B, and Healthwise--have built their employee wellness programs on all six pillars and have reaped big rewards in the form of lower costs, greater productivity, and higher morale.
One Key to Success

• Identify target market to benefit from programs (employees working at corporation/hospital)

  – Create action plan to provide messaging to employees/staff within organization

  – Be creative to establish interest
DO YOU WANT TO?

- Speed up your weight loss?
- Get the most out of your workout?
- Optimize your energy?
- Maximize fat burn while building strength?

Our Tier One Cleveland Clinic Registered Dietitians – the Nutrition Experts will help you achieve your goals!!

For more details call 216.444.3046

Appointments available
Main Campus, Chestnut Commons, Independence, Lakewood, Lorain, Solon, Strongsville, Twinsburg, Westlake, Willoughby Hills, Wooster, Beachwood, Brunswick

*As per Cleveland Clinic EHP Wellness policy for weight loss.
Sample - Banner

March is National Nutrition Month

visit clevelandclinic.org/nutrition
Understanding how a registered dietitian can help you improve your diet and everyday life

What is a registered dietitian?

A registered dietitian (RD) practices the science of medical nutrition therapy. Based on your nutritional status, condition, illness or injury, a dietitian will work with you to optimize your treatment and aid your recovery. Not all “nutritionists” have the same expertise or training. It is important to check their training and credentials.

All of the dietitians employed at Cleveland Clinic are registered with the Commission on Dietetic Registration, The Academy of Nutrition and Dietetics, and are licensed dietitians in the State of Ohio. Every Cleveland Clinic dietitian has completed a four-year academic degree from an accredited college or university and a dietetic internship or comparable supervised experience. Many dietitians also have advanced degrees and/or specialty certifications.

Who should see one?

Anyone who wants to eat healthier, feel better and lower their risk of developing a nutrition-related chronic disease such as obesity, diabetes, and hypertension— triggers a list. Anyone with a chronic disease where nutrition is part of the treatment plan and could benefit from regular visits to the dietitian. Dietitians can also assist with evaluating steps to decrease risk or developing chronic diseases.

What are the benefits?

Eating a healthier diet that optimizes nutrition can prevent diseases, such as diabetes, high blood pressure, high cholesterol, heart disease, cancer, gastrointestinal problems and kidney disease.

Understanding a Registered Dietitian’s Role

A dietitian can also play an active role, helping you with everyday issues, such as:

- Weight management
- Improving your overall health
- How to choose easy, healthy meals at home
- Answering questions about nutrition as you age
- Understanding portion control and healthy food ideas
- How to eat without feeling guilty
- Finding useful recipes and websites
- Reviewing your dietary supplements for any potential interactions
- Providing tips for healthy, budget-friendly grocery shopping
- Dealing with nutrition myths that may have adverse effects on your health

RDs also can help with specific help for any particular chronic condition you may have, such as cancer, metabolic disorders, Alzheimer’s disease, an eating disorder or wound healing problems.

What happens during a visit?

Your RD will do the following:

- Work individually with you to assess your nutrition needs (review your medical and diet history, assess tests, weight and weight trends, along with other physiological measurements)
- Design a personalized meal plan for you
- Help you establish realistic goals, short term and long term
- Guide you with techniques to stay on track with your nutrition plan
- Provide ongoing encouragement and support in 15- to 30-minute sessions until your goals are met (three or more visits are recommended for best results)

You may choose to take advantage of our state-of-the-art eDiet app, an app-centered tool that you fill in, which safety and securely measures height and body mass. This fast and free test provides information, including your resting metabolic rate and total energy expenditure, which can be helpful in calculating your nutritional needs.

About the Department of Nutrition Therapy

Cleveland Clinic’s Department of Nutrition Therapy is dedicated to meeting the unique nutritional needs of patients who are at risk for malnutrition as a result of hospital conditions, medical conditions, surgical wounds, and chronic, inflammatory, and electrolyte imbalances. Our registered dietitians provide excellent nutrition counseling, helping patients manage weight, management issues as well as chronic health conditions, such as diabetes, high blood pressure, heart disease, cancer and gastrointestinal disorders and kidney disease. They also are available to guide patients in strategies that help minimize their risk for acquiring these chronic diseases.

To schedule an appointment with a Cleveland Clinic registered dietitian, please call 216.444.4044 or visit us online.
Types of Programs

• Group
• Shared Medical Appointments
• Shared Nutrition Appointments
• Walk with a Dietitian
• Community Talks/Presentations
• Health Fair
• Cooking demonstrations (class setting)
• Cooking demonstrations (Farmer’s Market setting)
Group Appointments

• Shared Nutrition Appointments

• RD only

• Meet with a group of patients with similar needs
  – Weight management, diabetes, pre-pregnancy/post-partum
  – Support system for patients with common questions
Shared Medical Appointments

• RD + NP/MD
• RD provides nutrition education to the group
• MD talks briefly and sees patients individually
• RD / MD chart within same note (RD cannot bill for services)
• Groups maximize access to providers, are efficient and productive
Cooking with the Doc or Cooking Demos

• Physician and dietitian work together and prepare a healthy dish
• Discuss healthy alternatives to recipe modification
• Discuss a topic related to nutrition and health
• If MD not present – RD prepares a dish, focusing on healthy cooking that tastes good
• Recipe cards are printed and provided
• Samples are provided
Try a new grain

Bored by rice? Introduce quinoa into your gluten-free diet for a welcome change of pace. It’s fun to watch this grain “pop” as the bran layer separates from the grain. Plus, it cooks in only 15 minutes!

This ancient Aztec grain is protein-packed and boasts a nutty flavor.

Just be sure to buy it pre-rinsed or rinse it first to prevent a bitter flavor.

Quinoa Tabouleh

Makes 6 servings

1 ½ cups cooked quinoa
2 cups seeded and diced tomatoes
1 cup diced seeded cucumber
1 cup chopped fresh flat leaf parsley
½ cup chopped onion
3 tablespoons chopped fresh mint
1 large garlic clove, chopped
juice of 1 fresh lemon
2 tablespoons olive oil
½ teaspoon black pepper

1. Combine quinoa, tomatoes, cucumber, parsley, onion, mint, garlic and black pepper.
2. Mix lemon juice, olive oil and add to tabbouleh. Toss until well mixed.

NUTRITIONAL INFORMATION (PER SERVING):
Calories: 131
Protein: 5 g
Carbohydrate: 17.5 g
Fat: 5.5 g
Saturated Fat: 0.7 g
Dietary Fiber: 3 g
Sodium: 144 mg
Calcium: 75.6 mg

Recipe created by Digestive Disease Institute registered dietitians.
Incorporate Physical Activity

• Encourage own staff to take walks
• Encourage staff to utilize employee fitness facilities if applicable
• Build physical activity into sessions with patients or other employees
• Offer pedometers – encourage their use

— RD meets with a group – takes a walk and discusses nutrition topic and finishes up with stretching and core strength education (RD is certified fitness instructor)
Walk with a Dietitian

• Scheduled walk
  – During the day or weekend
  – Dietitian initiate discussion of nutrition-related topic
  – Others provide input into the discussion
  – All are walking
  – Meet at a park or nearby path
  – Opportunity to get moving AND provide nutrition education
Nutrition Presence

• Get involved – Health Fairs – creative tables (receipe cards)

• Health Talks in Community – celiac community → provide analyzed GF recipes

• Promote outpatient services during events to result in revenue generation

• Be open to answering questions – showing passion toward nutrition and wellness – compassion to potential patients

• Encourage making an appointment for 1:1 appointment or group nutrition appointment
Utilize Technology

• Social Media
  – Twitter chats
  – Facebook
  – Web-chats
  – Blogs
Staffing

• Track numbers
  – Patients
  – Access – how many days/weeks/months booking out?
  – Increased number of patients year to year
  – Create business plan to support growth
  – Plan ahead and strategize
  – Keep finance / Admin apprised of trending and patient needs
  – FTE needs – may not be immediate – must have alternate plan
Outcome Measures

• Track Data – Key for publishing outcomes
  – Number of patient – new/established/number of follow ups
  – Weight lost
  – Quality of life improved
Outcome Data

• Increase bottom line with support from outcomes
  – Equates to increase in revenue generation

• Track patients with specific “diets” to establish best practice protocols
  – Diets may include:
    Protein Sparing Modified Fast
    Partial Liquid Protein Plan
    Moderate Protein Plan
Possibilities

• Food sold at workplace
  – Vending
  – Cafeterias
  – Soda
  – Calorie-laden drinks

• Meet with key stakeholders and discuss healthy options to offer
  • Discounts for healthy foods purchased
  • Recipe analysis to provide nutrition information
Healthy Food = Happy Employees

Help Your Employees ---> Help Your Business

Providing food for your employees can encourage healthy habits and prevent nutrient deficiencies, as well as chronic diseases such as obesity. If properly executed, the investment made in healthy eating for your employees will be repaid in:

- A reduction of sick days
- A reduction of accidents
- An increase in productivity
- An increase in morale

SOURCES: ILO.ORG | CDC.GOV | WEBMD.COM
Critical Relationships for Success

• Wellness Committees – have representatives from all areas/departments (ie: Wellness Champions)

• Establish relationships with Marketing Dept within organization (if applicable)

• Establish nutrition marketing committee to enhance nutrition focus of marketing

• Health Plan / Insurance leaders

• Storage Bank for all Policies and Procedures re: wellness — ie: Sharepoint
Return on Investment

- Revenue Generation
- Increase in healthy outcomes
- Decrease in healthcare cost
- Increased presenteeism
- Decreased incidence of depression
- Increased productivity
- Increase in employee engagement/satisfaction
Thank you
Cleveland Clinic

Every life deserves world class care.