

# Is There a Business Case for Healthy Workplaces?

Panel Discussion

SIOP Annual Conference, Seattle

2:30pm PDT, Friday, April 29, 2022

Room 606

# Participants

- **Cristina Banks**, Co-Chair, University of California-Berkeley
- **Alan Witt**, Co-Chair, University of Houston
- **Alex Alonso**, Panelist, Society for Human Resources Management
- **Wayne Cascio**, Panelist, University of Colorado-Denver
- **Gervais Tompkin**, Panelist (Pre-recorded), Plus Gervais, LLC

# Agenda

- Brief introductions
- Session expectations
- Questions with participation from panel and audience
- Possible ways forward

What is your concept of a healthy workplace? What does it look like, act like? What are you trying to create?

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What does it look like/act like?  
What are you trying to create?



Cristina Banks

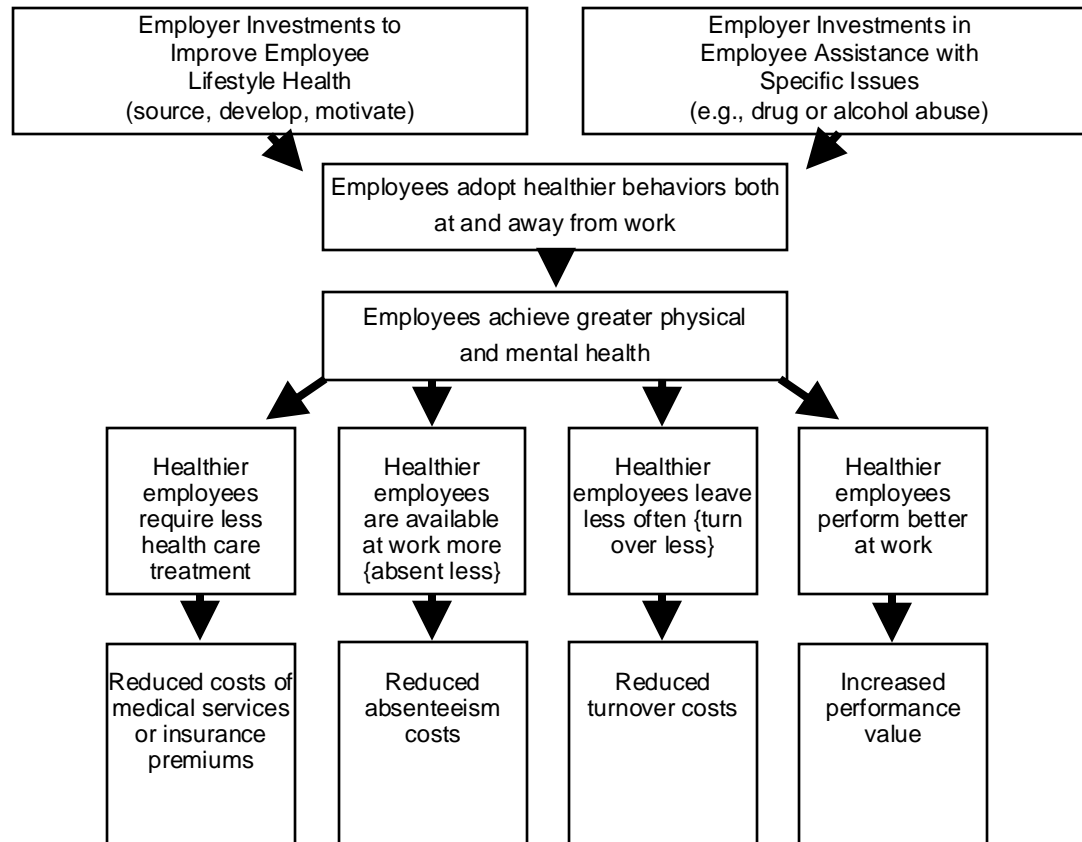
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# INVESTING IN PEOPLE WITH DATA-DRIVEN SOLUTIONS





Given all you know now about employee experience during the pandemic and discussions about “the future workplace,” do you think the needle has moved toward healthier workplaces compared to pre-pandemic thinking?

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What do you think it will take to turn around employer reluctance to make the kind of investments in the physical and organizational workplace that will promote employee health, safety, well-being, and productivity?

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## WORK-RELATED BARRIERS TO BUSINESS SUCCESS

<u>BUSINESS FUNCTION</u>	<u>JOB VACANCY</u>	<u>WEAK CULTURES</u>	<u>DECISION MISTAKES</u>	<u>UNSKILLED WORKERS</u>	<u>ACCIDENT /INJURY</u>	<u>MGNT PROBLEMS</u>	<u>ABSENCE</u>	<u>VOL TURNOVER</u>	<u>ILLEGAL ACTIVITY</u>	<u>UNDER-PERFORM</u>	<u>LAWSUITS</u>
HR	X			X		X	X	X	X	X	X
OD		X	X	X		X	X	X		X	X
RM	X	X	X	X	X		X	X	X		X
GC	X	X	X	X		X		X	X		X
RE/FM	X	X	X		X		X	X		X	X
OSH	X		X	X	X	X	X	X	X	X	X
OPS	X		X	X	X	X	X	X	X	X	X
FIN	X	X	X	X	X	X	X	X	X	X	X

## Argument to Support Healthy Workplaces

Do you think there is any benefit to collaborating across disciplines to unify health and well-being strategies across business functions to create a healthy workplace infrastructure?

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Any magic bullets?



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# Summary and Possible Ways Forward

# References

- Rebecca J. Mitchell, Ronald J. Ozminkowski, and Seth Serxner, “Improving Employee Productivity Through Improved Health,” *Journal of Occupational and Environmental Medicine* 55, no. 10 (October 2013): 1142–48.
- I-Min Lee et al., “Effect of Physical Inactivity on Major Non-Communicable Diseases Worldwide: an Analysis of Burden of Disease and Life Expectancy,” *The Lancet* 380, no. 9838 (July 21, 2012): 219–29.
- Wendy L. Awa, Martina Plaumann, and Ulla Walter, “Burnout Prevention: A Review of Intervention Programs,” *Patient Education and Counseling* 78, no. 2 (February 2010): 184–90.
- Pfeffer, J. (2018). *Dying for a paycheck: How modern management harms employee health and company performance—and what we can do about it*. Harper Business.

# Summary and Possible Ways Forward