

Wellness Take-Aways

Rockwell Collins

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- Develop an integrated wellness program
 - Offer health assessment with free onsite-biometrics for employees (and spouses)
 - Provide on-line and health coaching programs
 - Link incentives to the medical plan employee contributions
 - Integrate other preventive health areas (disease mgt., nurse-line, nursing services, flu shots)
- Recognize you are communicating a “life-style change management” effort not a benefit program
 - Explain business case for the company and the employee
 - Involve local business management and HR
 - Address potential fears, upfront (confidentiality, health status impacts insurance costs)
 - Ongoing communications plan
- Develop a wellness support roadmap aligned to the wellness program
 - Improve cafeteria, vending and catering nutrition Weight, physical activity and tobacco cessation programs
 - Provide preventive care features in medical, dental, vision and drug programs
- Make it fun!
 - Recruit wellness champions for local involvement
 - Offer wellness health challenges with contests