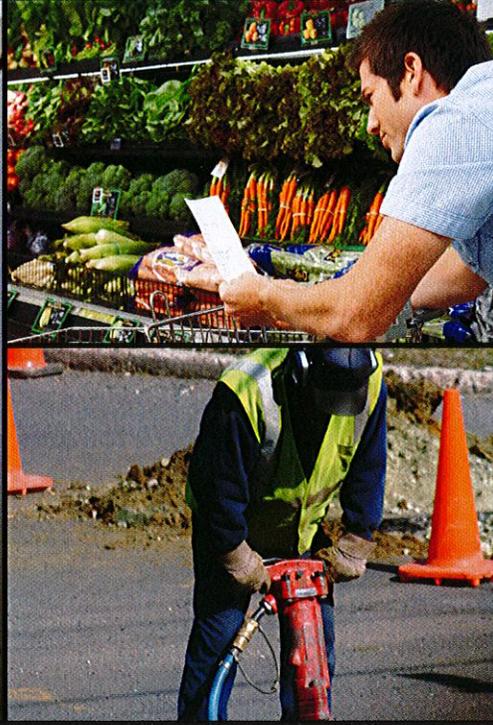


MIIA Assists You in Creating a Thriving, Healthy, High-Performing Workplace and Workforce



When wellness programs are implemented within a supportive wellness culture everyone wins!

“ A “thriving workplace culture” is the most important competitive advantage companies have, according to Patrick Lencioni, renowned organizational consultant and author of “The Advantage.”

MIIA's vision is for all employees and their family members to live healthy, vibrant, and productive lives. The Well Aware program can help by focusing on the areas in our lives over which we have control – what we eat, how much we move, how well we handle our stress, and how we interface with the health care system. Well Aware activities promote wellbeing through awareness, education, social connection, and fun.

We approach wellness both on the individual and the group level. We help you create a wellness climate – a great place for your employees to work where they feel valued and supported, and are encouraged and motivated to make healthy choices.

Visible, sustained leadership support and collaboration are key to success. The more involved the management team is, the easier it is to reach our mutual goal – a healthy and productive workforce. When managers identify wellness volunteers or form a wellness committee, we work together to customize a strategy that benefits everyone.

We offer a wide variety of health promotion strategies that target the key municipal cost drivers such as cardiovascular, musculoskeletal, and respiratory conditions, diabetes, obesity, depression, and overuse, underuse, and misuse of the medical care system.

Wellness program categories – numerous programs available onsite or online

“Wellness programs provide opportunities for participants to learn and practice health enhancing attitudes and lifestyle behaviors.”

(Many programs include telephonic health coaching)

- Healthy eating
- Weight loss
- Physical activity
- Stress reduction, resilience, and relaxation
- Tobacco cessation
- Depression management

Wellness culture strategies

“The culture of your organization plays a significant role in shaping employee behavior and fostering organizational change.”

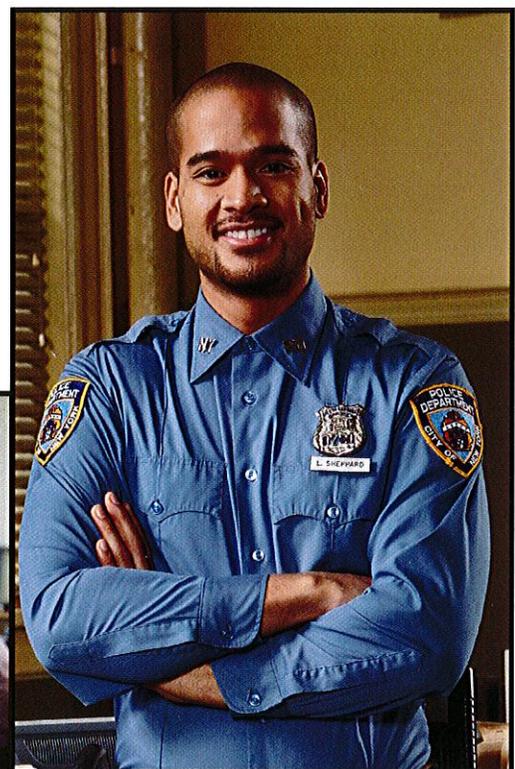
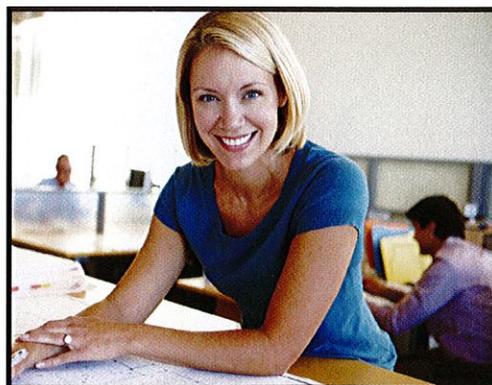
- Leaders communicate a shared wellness vision
- A representative wellness committee is fully engaged
- Leaders participate in wellness activities
- Social opportunities are available such as walking clubs
- Team based challenges are encouraged
- Sitting for long periods of time is actively discouraged
- Healthy food options are available at work functions
- Employees feel valued and supported

Health care utilization strategies and resources

“Changes in health care utilization can have a significant impact on the bottom line..”

- MIIA Wise Health Care Consumer workshops cover how to use your health plan more effectively, save on out-of-pocket health expenses, and live healthier into retirement
- Screening for Mental Health® online screening program. Screenings for depression, bipolar disorder, generalized anxiety disorder, PTSD and alcohol use disorders at mentalhealthscreening.org/screening/MIIAWELLNESS.
- Blue Cross Blue Shield of Massachusetts Blue Care Line – 888-247-2583 – free 24-hour confidential nurse line.
- Blue Cross Blue Shield Prevention and Wellness website at www.Ahealthyme.com
- Blue Cross Blue Shield of Massachusetts Care Management services – 1-800-392-0098
Direct access to a team of health care professionals—nurses, dietitians, physical therapists, and more— who play an active role in managing your health. Simply pick up the phone when they call to connect with our experts.
- Blue Cross Blue Shield of Massachusetts Case Management services – 1-800-392-0098 (option 1)
Personalized support is offered for those managing complex medical needs. The program can help by partnering members with a MIIA case manager who facilitates the coordination of care and access to services.

Our Wellness Department staff is experienced, passionate and always available to work with you and your employees. Please call your Wellness Representative to set up a meeting to discuss your unique situation. If you don't know your Wellness Representative, please contact Mary Harrington and she will point you in the right direction. Mary may be reached at: mharrington@mma.org or 617-426-7272 ext. 278.



Sample wellness programs and other resources

Nutrition

- Biggest Winner²
- Bitter Sweet About Sugar
- Detecting and Managing Diabetes¹
- Eat Med²
- Food and Mood
- Heart Matters 2.0¹
- Heart Matters 3.0¹
- Heart Matters Online²
- Managers training: Healthier Choices for Food Selection at Meetings and Functions

Weight Loss

- Biggest Winner²
- Eat Med²
- Kick Start Weight Loss¹
- Maintain Don't Gain³
- Maintain Don't Gain Online²
- New Directions in Weight Loss¹
- Yoga for Mindful Eating

Exercise

- "Back" to Basics
- Biggest Winner²
- Bodyweight Training
- Bone Camp
- Couch to 5K³
- Fitbit Walking Challenge³
- Get Fit with Your Pet
- HEALTH 2015³
- MIIA Idita-Walk³
- MIIA Marathon³
- Pedometer Walking Program³
- Pilates
- Power Yoga
- Snow Plow Driver Training for DPW
- Total Body Conditioning

Stress Reduction

- Better Sleep! Better Health!
- Care for the Caregiver
- Dealing with Difficult and Challenging People
- Healthy Heart Through Kindness Challenge³
- Relax, Renew & Rebalance¹
- Resiliency Training for Public Safety Workers
- Stress Release for Busy People
- Stress Relief, It's Just a Breath Away
- Tai Chi
- Yoga

Smoking

- On-site Quit Smoking Program
- Quit Power⁴

Depression and Substance Abuse/Addiction

- Anonymous and confidential Mental Health Screening tool²
- Employee Assistance Program (EAP)
- Managers trainings: Identifying Depression, What to Do When an Employee Has Depression
- One Health from Blue Cross Blue Shield- a private online health community that provides important information and support for those dealing with substance abuse and addiction issues.²

¹ Signature, more robust program ² Online ³ Self-directed ⁴ Telephonic coaching

