

**Institute for Health and Productivity Management (USA-Private)**  
**<http://www.ihpm.org>**

## **Section I: Summary**

The Institute for Health & Productivity Management is a non-profit corporation created to document and promote employee health to workplace productivity and its link to corporate performance. The Institute's vision is to make employee health a sound business investment for corporate success. The organization encourages business to adopt sound health policies by making a sound business case: that investment in health creates greater value for employers by providing a higher return on dollars spent for health and health care.

## **Section II: Statement of purpose**

The Institute for Health and Productivity Management was created in 1997 to make the business case that "employee health an investment translates into corporate success through enhanced workplace performance." The Institute produces white papers, webinars and conferences on issues of quality, cost-effectiveness, and employee health and productivity. The effort grew out of work conducted earlier under the "Two Pens" Project on Health Care Value, carried out jointly by the National Business Coalition on Health and the National Association of Managed Care Physicians.

Two Pens, subtitled "Employer and Physician Dialogue on Health Care and Productivity," explored the connection between medical care and workplace performance from the perspectives of physicians –who write the orders and employers- who pay the bills. In the course of the project it became evident that there was significant potential for realizing greater value from the dollars currently spent on health care.

Institute research measures quality of services and focuses on improvement services improved. Previously research has been limited mostly to the results of care being delivered to "patients" who happen to be their employees. The Institute research expands the definition of value to include employee performance on the job--or productivity. Their research looks at health promotion and care delivery models which are organized to produce outcomes that have a positive impact on total labor costs--rather than just health care costs—taking them to what the Institute terms a higher level of value for the health benefit dollar.

The Institute's initiatives are designed to build the resource base, develop the products and deliver the message that will move all stakeholders in health care--employers, other purchasers, suppliers, providers, health plans

and workers with their families--to a higher level of value. The Institute is working to achieve these outcomes in three phases:

Establishing four (4) Centers of Inquiry have completed research on health and productivity relationships in the following functional areas:

- Health Promotion & Disease Prevention
- Workplace Environment
- Care Management
- Corporate Culture and Organizational Health

As stakeholders' incentives become aligned toward improving health and work performance, health care will move toward an integrated principle. This effort will break down the compartments within which employers have managed health-related benefits and providers have delivered health-related services. The results from linking these activities will be improved outcomes for workers, reduced total health-related costs for employers, and rational rewards for providers who deliver these outcomes and savings--a system that ultimately works for all stakeholders.

### **Section III: Outcomes**

IHPM has developed a set of health and disease management initiatives, health and productivity measures for varying employee populations with different demographic characteristics, and cost factors for various medical conditions and health risks. This research was launched with a study of the costliest disease categories by major industry, performed for IHPM by The MEDSTAT Group.

Teams of interdisciplinary experts have helped define the emerging field of health and productivity management. They also performed an "environmental scan" of current knowledge and leading corporate practices. In doing so, the teams have made the business case for investing in health to enhance corporate performance. They have also identified opportunities to create new links between employee health and corporate performance. Areas of interest include:

- Health Promotion & Disease Prevention
- Workplace Environment
- Care Management
- Corporate Culture and Organizational Health

In addition, IHPM is testing outcome measures that link corporate health practices to productivity using national employers and regional alliances of employers, providers and health plans.

IHPM will disseminate new knowledge widely and rapidly among stakeholder groups, through several communications channels including an e-newsletter, a quarterly publication, regional forums and a national conference.

Institute's goal is to accelerate the integration of health care delivery and employee health management to enhance productivity as the ultimate outcome for employers.

#### **Section IV: Additional resources**

Sean Sullivan, JD  
President and CEO  
[sean@ihpm.org](mailto:sean@ihpm.org)  
17470 N. Pacesetter Way  
Scottsdale, AZ 85255  
480-305-2100