

CASE STUDY:

Reducing Metabolic Syndrome



Background

A financial institution with a successful multi-year wellness program wanted to target a segment of their population that was at risk for metabolic syndrome – a condition that raises the risk for heart disease and other health problems, such as diabetes and stroke.

Wellness Objective

To develop a customized metabolic syndrome program to improve the health of employees with five health risk factors – high blood pressure, high cholesterol, elevated triglycerides, elevated glucose levels and a large waist circumference.

Unique Challenges

With more than 100 locations and a diverse workforce, the program needed to be accessible to all employees who registered to participate.



"I truly enjoyed this program and would recommend it to others. The webinars were informative and the coach assigned to help was knowledgeable and kept me on track. I will continue to use the information and skills learned to keep on track to live a healthy lifestyle."

-Build a Better You participant

WELLNESS WORKDAYS STRATEGY

Wellness Workdays developed *Build a Better You*, a comprehensive 12-week program for employees who were at risk for metabolic syndrome. Employees were identified based on their biometric screening results – a wellness initiative that Wellness Workdays oversees each year as part of the company's overall wellness program. At-risk employees received a direct mailing to their home inviting them to take charge of their health and asking them to register for the confidential, online program.

Build a Better You is designed to educate employees about changes they can make to achieve a healthy lifestyle. As part of the program, employees participated in pre- and post-biometric screenings, which measured body weight, blood pressure, total cholesterol, HDL cholesterol, LDL cholesterol, triglycerides and fasting blood glucose. The screenings provided a baseline evaluation of where each employee started and the progress each employee made during the program.

At the start of the program, each participant was given unique calorie burn and calorie consumption goals and was assigned to a health coach to work with via phone or email. Weekly webinars concentrated on topics designed to help employees lower blood pressure and cholesterol and increase physical activity and weight loss. Employees were also given accelerometers to measure their daily physical activity. They were able to connect their accelerometers to an online, personal dashboard to upload their information and track their progress.

Wellness Outcomes

The pre- and post-biometric screenings provided valuable information for calculating the program's return on investment (ROI), as well as the overall effectiveness of the metabolic syndrome class.

Total Weight loss

- 170 pounds, an average of 4.5 pounds per person
- Based on BMI, three people moved out of the obese category and three people moved out of the overweight category into a healthy weight

Improvements in Total Cholesterol

- 83% improved their total cholesterol
- 22% moved from the borderline risk category to the normal category

Improvements in Blood Glucose

- 72% improved their blood glucose
- 16% moved from the diabetes to the pre-diabetes risk category
- One person moved from the pre-diabetes to the normal category

Improvements in LDL Cholesterol

- 66% improved their LDL cholesterol
- 16% moved from the borderline risk category to the ideal category

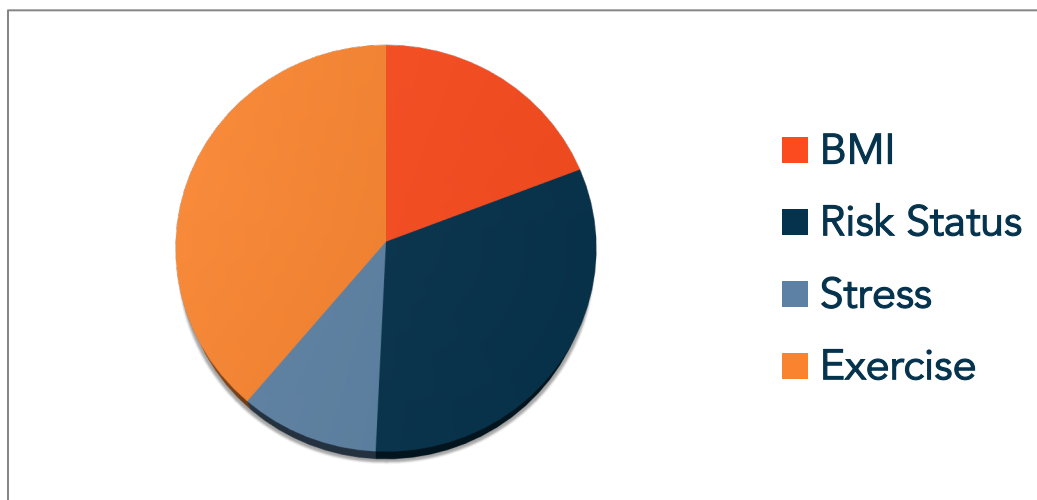
Improvements in Triglycerides

- 61% lowered their triglycerides
- 22% moved from the borderline or high-risk category to the normal category

Improvements in Blood Pressure

- 59% lowered their blood pressure
- 29% moved to a lower risk category

Cost Avoidance: \$133,212



**HERO Risk/Costs Study and Centers from Disease Control and Prevention*
