



Tuesday, September 26 – Employer-only Day

6:30 a.m. – 7:00 a.m.

Rise and Shine Workout sponsored by Fitbit Health Solutions

7:00 a.m. – 7:30 p.m.

Registration

8:30 a.m. – 10:00 a.m.

Board Meeting & Breakfast

8:30 a.m. – 9:30 a.m.

Employer Benchmarking Sessions

- Marketing Health and Well-being Programs
- Leave Management: Paid Sick, Parental, Caregiving and Bereavement
- Current Strategies to Reduce Extended Sitting and Promote Healthy Eating

9:45 a.m. – 10:45 a.m.

Employer Benchmarking Sessions

- Current and Future Incentive Strategies
- Global Health and Well-being
- On-site Coaching and Counseling

10:30 a.m. – 11:00 a.m.

Networking Break (Refreshments available)

11:00 a.m. – 11:15 a.m.

NBGH Welcome

11:15 a.m. – 12:15 p.m.

Opening Headliner

From Sisyphus to Atlas: How to Transform Your Well-being Program

If your company's got a well-being program, chances are it's under-enrolled. Let's face it: Most eligible employees are simply opting out. No wonder why anyone tasked with workplace well-being likely feels like Sisyphus pushing a rock up a hill. Fortunately, there are ways you can do it differently. In a lively session, we'll explore three strategies you can employ to better influence higher levels of engagement. First, we'll take a look at culture and environment – simple ways to assess and ways you can influence both. Second, we'll revisit the traditional medically-based model of workplace well-being. Third, we'll discuss ways that you can make well-being central your organization's performance. You'll walk out of the session feeling like Atlas: inspired and armed with tangible techniques to elicit higher rates of engagement, more leadership support, and finally a well-being program that actually works.

- Laura Putnam, *CEO, Motion Infusion* and *Author, Workplace Wellness that Works*

12:15 p.m. – 1:30 p.m.

Networking Lunch

1:45 p.m. – 2:45 p.m.

Breakout Sessions 1

Breakout 1A: Taking Well-being Global

Employers that offer well-being programs globally know the importance of acting locally. In this session, three multinational companies will share their experiences developing and expanding well-being initiatives to address the variable needs of their worldwide workforces. Hear how each organization manages key challenges to doing so, including: being culturally relevant, delivering and overseeing benefits and programs, and effectively engaging employees.

- Lesli Marasco, *Director, Benefits, AbbVie*
- Kathy Farmer, *Senior Director, Global Benefits, Levi Strauss & Co.*
- Debra Wasserman, *Director, Compensation & Benefits, TransUnion*

Breakout 1B: Integrating Well-being into Aon's Workforce Strategy

In 2016, Aon presented its approach to making well-being an organizational priority of equal importance to other human capital initiatives. One year later, Aon will share its continued efforts to infuse well-being into the fabric of the company and discuss the positive impact this is having on colleagues' lives and business performance.

- Kim Kivimaki, *Director, Colleague Wellbeing, Aon*
- Stephanie Pronk, *Senior Vice President, Aon*

Breakout 1C: In Pursuit of the Holy Grail: Connecting Employee Health and Well-being to Business Outcomes

There is growing recognition among employers that the value of health and well-being programs includes – but far exceeds – health care cost savings. Learn how three companies have brought this concept to life by connecting employee health and well-being to their organization's key performance indicators.

- Vickie Strickland, *Director, Health Strategy and Resources, Delta Air Lines*
- Amy Green, *Sr. Coordinator, Team Member Benefits & Business Processes, Whole Foods*
- Jacquie Folk, *Director, Health & Wellness, Nestlé USA*
- Sarah King, *Senior Vice President, Employer Market, Optum*

Breakout 1D: Financial Well-being 2.0

Financial well-being programs are on the rise and for good reason: Personal finances are a top source of employee stress. But what goes into creating a program that truly meets employees' unique needs, makes engagement easy, and is viewed as a valuable offering? Hear from two employers that have implemented programs to improve financial security, one focused on student loan repayment and the other on assisting with paycheck volatility, and get the inside scoop on how they designed and rolled out these successful initiatives.

- David Hoke, *Senior Director, Associate Health and Wellbeing, Wal-Mart Stores, Inc.*
- Susan Rodriguez, *Global Benefits Director, Staples Inc.*

2:45 p.m. – 3:00 p.m.

Networking Break

3:00 p.m. – 4:00 p.m.

Breakout Sessions 2

Breakout 2A: First of a Kind Global Strategies

GlaxoSmithKline is the first multinational company to develop and implement a global program to ensure equitable access to a set of preventive healthcare services for all employees and their families regardless of location, job role or pay grade. GE Oil & Gas is breaking new ground with a data driven strategy for estimating the workplace injury cost, thus enabling leaders to develop a business case for local-level injury prevention programming and workforce wellness programs. Join this session to learn about these innovative strategies, including successes (and challenges) to date.

- Katie Bertani, *Medical Absence Program Manager, GE Oil & Gas*
- Samuel Peik, MD, *Global Health Advisor, GlaxoSmithKline*

Breakout 2B: A Culture of Well-being Wasn't Built in a Day: How Three Employers are Strategically Transforming their Organizations

Large employers know that to truly support employee health and well-being, they must create a workplace culture that values and prioritizes multiple dimensions of health. Employers also know cultural change is a gradual process requiring continuous attention and cultivation. Attend this tactical session to learn how three companies are changing their cultures, with a focus on cultural assessment, making the business case to senior leaders, cross-functional collaboration and creating strategic programs and initiatives.

- Cathryn Gunther, *Vice President, Global Population Health, Merck & Co., Inc.*
- J. Brent Pawlecki, MD, *Chief Health Officer, The Goodyear Tire & Rubber Company*
- Maria Dee, *National Director of Workforce Wellness, Kaiser Permanente*

Breakout 2C: Giving Employees the Gift of Time

If there's one thing employees from all generations can agree on, it's the desire for their employer to help them balance their personal and professional lives. This session will feature companies promoting this balance by implementing benefits that provide time off to rest and re-charge and care for sick or aging loved ones.

- Kris Kubas, *Vice President, Benefits, Wyndham Worldwide Corporation*
- Jennifer Fisher, *National Managing Director of Well-being, Deloitte*
- Ed Quick, *Senior Manager for Global Leave and Time Away, A global technology company*

Breakout 2D: Using the Power of On-Site Services and Social Connectedness to Promote Weight Loss

New research suggests that when one adult enters a behavioral weight-loss program, other untreated adults in the household also lose weight. But do colleagues receive the same benefits? Join this session to learn from three companies who increased participation in their weight loss program by bringing meetings and counseling on-site. Also hear how this strategy is leading to surprising benefits for employees who haven't taken the first step towards behavior change...yet.

- Claire Levitt, *Deputy Commissioner for the New York City Mayor's Office of Labor Relations, City of New York*
- Dina Pon, *Assistant VP of Human Resources, GEICO*
- Lauren Gemberling, *Senior Manager, Health Engagement, Comcast*
- Michael Maluccio, *General Manager, Weight Watchers Health Solutions*

4:15 p.m. – 4:20 p.m.

Fit in Five Break

4:25 p.m. – 5:15 p.m.

Afternoon Headliner

Aligning Business Needs with Employee Health and Happiness

5:30 p.m. – 6:15 p.m.

Best Employers for Healthy Lifestyles® (BEHL) Photographs

Discovery Hall Sneak Preview

6:30 p.m. – 8:00 p.m.

BEHL Awards Dinner

Open to all Employer-only Day attendees and BEHL Award Recipients

7:30 p.m. – 9:00 p.m.

Late Night Happy Hour (Discovery Hall Opening Reception) sponsored by WebMD Health Services

Open to All Attendees

Wednesday, September 27 – Open to All Attendees

6:00 a.m. – 7:00 a.m.

Texas Heat 5K Run/Walk sponsored by Active&Fit™ Direct

7:00 a.m. – 5:45 p.m.

Registration

7:15 a.m. – 8:00 a.m.

Breakfast (Discovery Hall)

8:00 a.m. – 8:30 a.m.

Discovery Hall Exploration

8:45 a.m. – 9:00 a.m.

President's Welcome

9:00 a.m. – 10:00 a.m.

Morning Headliner

Speaking C-Suite: Dialogue with the CHRO on Well-being as a Workforce Strategy

How does a Total Rewards leader pitch well-being solutions to the CHRO? How does HR align with corporate strategy, and what business outcomes matter? Hear CHRO Bill Strahan's thoughts on how to speak C-Suite, key metrics he's tracking in 2017 and what's on the radar for 2018. Bring your tough questions for Bill and Shawn — robust dialogue with the audience is part of this session!

- William J.T. Strahan, *Executive Vice President, Human Resources, Comcast*
- Shawn Leavitt, *Senior Vice President Total Rewards, Comcast*

10:00 a.m. – 10:15 a.m.

Networking Break

10:15 a.m. – 11:15 a.m.

Breakout Sessions 3

Breakout 3A: Healthy Minds at Work

Poor mental health takes a profound toll on employees, often inhibiting their ability to be their best selves at work. What's more, it's estimated that poor mental health costs employers an estimated \$80 to \$100 billion annually. Despite these staggering costs, employees' mental health still does not receive the same attention and resources as their physical health. This panel will convene leaders across sectors to examine how healthy minds at work improve employee engagement and support profitability. Speakers will highlight the need to address mental health and offer strategies on how best this can be undertaken.

- Kristina Bignoli, *Wellness Program Manager, Phoenix Children's Hospital*
- Patricio Marquez, *Lead Health Specialist, Health, Nutrition and Population Global Practice, The World Bank*
- Tal Gilbert, *CEO, Vitality Group USA*
- Joe Powers, *Health Partnerships Lead, Headspace*

Breakout 3B: Using Breakthrough Digital Solutions to Address Chronic Conditions

Employers have long invested in strategies to help employees better manage chronic conditions — often to no avail. Hear results from employers trying a different approach to engage employees and families with heart disease, diabetes and musculoskeletal disorders. Each will share their experiences rolling out an innovative digital solution (Hello Heart, Livongo and Hinge Health) and its impact. Specifically, panelists will discuss acceptance across demographic segments, implementation challenges, user satisfaction, clinical results and cost.

- Cathryn Thomas Armani, *Director Global Benefits, Mosaic Company*
- Lindsay Vondall, *Sr. Benefits Manager, Target Corporation*
- Grady Arnold, *Director of Benefits, Vail Resorts*

Breakout 3C: Charting the Course to Zero Trend: Beyond Incentives

The idea that getting employees more engaged in their health and well-being leads to a healthier, more productive workforce is simple, but is it really a path to zero trend? Yes. Global defense, aerospace, and security company BAE Systems, Inc. has taken their health care trend from double to single digits. MassMutual Financial Group has leveraged innovative engagement strategies to drive best-in-class preventive care utilization. This session will review and demonstrate how strategies beyond incentives, including personalization, workspace design, and management involvement, can be leveraged to drive health and well-being outcomes and drive some of the hardest-to-reach employees to become the most engaged.

Breakout 3C: Charting the Course to Zero Trend: Beyond Incentives *(continued)*

- Cynthia Donohoe, *VP, Benefits Center of Expertise, BAE Systems, Inc.*
- Claudia Coplein, MD, *VP and Chief Medical Officer, MassMutual Financial Group*
- Charles Smith, MD, *Chief Medical Officer, Health Solutions, Cigna*

Breakout 3D: Taking Human Capital-Business Outcome Linkages to the Next Level

Companies of all industries and sizes know the key performance indicators they're trying to achieve... but do they know how effectively reach them? This interactive session will walk attendees through an innovative framework that starts with employers' desired business outcomes and then looks at specific human capital levers, such as talent, rewards, culture, well-being, to influence them. Hear how Royal bank of Canada is using this framework to increase one of their most pressing business outcomes by solving for an unaddressed human capital problem. Attendees will walk away with a greater understanding of a new way to think about workforce productivity and performance and a tangible action plan.

- Harjinder Singh, *Director, Workforce Strateg, Royal Bank of Canada*
- Shelly Wolff, *Senior Health Management Consultant, Willis Towers Watson*

11:30 a.m. – 12:30 p.m.

Plenary Session 1

The Moments That Matter: The Last Mile in Connecting Employees to Their Benefits

As new innovations swell the ranks of an already crowded benefits ecosystem, employers are looking for ways to help employees navigate their health and well-being benefits. Learn how three employers are accelerating meaningful connections between employees and their benefits, using a centralized hub and highly personalized, just-in-time communications. The result? Employees optimize their health and well-being in the moments that matter, and employers maximize their benefits investments.

- Prashant Srivastava, Ph.D., *President and Co-Founder, Evive Health*
- Scott Kirschner, *Director of Benefits Strategy, Iron Mountain*
- Eric Foster, *Director, Health & Wellness Benefits, Lowe's Companies, Inc.*
- Erik Sossa, *Vice President, Global Benefits and Wellness, PepsiCo, Inc.*

12:30 p.m. – 1:15 p.m.

Networking Lunch

1:15 p.m. – 1:45 p.m.

Discovery Hall Learning Sessions

2:00 p.m. – 3:00 p.m.

Breakout Sessions 4

Breakout 4A: Success On-Site: Improving Condition Identification, Care Coordination and ROI through On-Site Services

Among the most valuable assets employers can leverage for population health improvement are on-site services and staff. Join this session to hear two very different employer stories demonstrating tangible value from on-site clinics, and one employer's story of increasing the return on fitness, nutrition and health improvement assets without a clinic.

- Susan Moley, *Senior Director, Global Wellness, PepsiCo, Inc.*
- Rita Reslow, *Director of Benefits, Kronos Incorporated*
- Kimberlee Johns, *Director Employee Benefits, Mohawk Industries*

Breakout 4B: Personnel-ization: The Driving Force Behind Higher Engagement

How well do employers really know their employees? According to data, not as well they might think. Although claims and clinical data provide important insights about employees' health status and behaviors, they paint an incomplete picture. Learn how consumer data insights and predictive analytics can create a more personalized and meaningful experience for employees and hear firsthand how this strategy has ultimately increased engagement at Centura Health.

- Jennifer Benz, *CEO, Benz Communications*
- Angie Villamaria, *Director of Associate Wellness, Centura Health*
- Phil Fiero, *SVP of Analytics, Welltok*

Breakout 4C: High Demand Workplaces Demand High Resilience

Despite our best attempts, no workplace is perfect. Every work environment is challenged by change and pressure to perform. The good news is that even in these environments, resilient people can still thrive. Attend this session to hear cutting-edge research on the value of resilience in high and low strain workplaces. Also hear two employers' perspectives on the importance of implementing a multi-pronged emotional well-being strategy to promote increased resilience within their diverse, global organizations - and the results that can be achieved from these efforts.

- Christine Fossaceca, *Global Work-Life Solutions Director, JPMorgan Chase & Co.*
- Diane Bullington, *Director, Grant Thornton*
- Dana Grossman-Gormley, *Sr. Director, Benefits, Level 3 Communications*
- Wendy Lynch, PhD., *Founder, Lynch Consulting*

Breakout 4D: The Financial Component of Well-Being: An Expanded Definition

We are seeing a shift in corporate America from delivering financial education and wellness to a focus on holistic well-being. At the same time, there has been a shift in both benefits and compensation plan designs as well as delivery in both retirement and healthcare. This has put more personal responsibility on the shoulders of employees and executives. As employers, the issue isn't that there aren't enough benefits or resources for your people, or that you need to add another benefit; the issue is that those existing benefits/resources are often in silos and, potentially, uncoordinated. Often too many options create inefficiency and/or paralysis. Hear from a panel what financial well-being means to them, how they have delivered it to different segments of their overall population and how a holistic financial well-being strategy can create a management tool for HR as an extension of their corporate and employee management strategy.

- Speakers TBD

3:00 p.m. – 4:00 p.m.

Refreshment Break & Discovery Hall Learning Sessions

4:15 p.m. – 5:15 p.m.

Plenary Session 2

Transforming the Workplace Environment to Create an Optimal Employee Experience

Workplace design profoundly impacts employee experience by influencing energy, emotions, creativity, productivity, performance, social connections and more. Integrating the perspective of an industry expert and two employer case studies, this session will explore how the built environment can be leveraged to help employees be their best and do their best at work.

- Ian Dunning, *North America Service Delivery Director, Workplace & Travel Services, Unilever*
- Paul Scialla, *Founder, International WELL Building Institute*

5:45 p.m. – 6:45 p.m.

Austin City Lights Networking Reception sponsored by Kaiser Permanente

Thursday, September 28

6:30 a.m. – 7:30 a.m.

Resistance Band Workout sponsored by Active&Fit™ Direct

Energize your day by participating in a 45-minute morning boot camp session sponsored by Active&Fit Direct. Cardio, body weight, and resistance band exercises will be combined to maximize caloric burns. A rocking playlist and motivating instructor will ensure an inviting atmosphere for all fitness levels.

Added bonus – all participants will receive a resistance band to take home! Join us to learn new exercises that you can conduct at the gym, home, or while traveling. How awesome is that?

7:00 a.m. – 11:00 a.m.

Registration

7:30 a.m. – 8:45 a.m.

Breakfast (Discovery Hall)

8:45 a.m. – 9:45 a.m.

Plenary Session 3

The Rise of Women in the Workforce: How Changing Demographics are Redefining Employee Benefits

Workplace demographics are changing -- not only are more and more employees millennials, they're also increasingly female and supported by two incomes. These changes have forward-thinking employers asking how to best respond to these shifts: How can they better support women and families? What benefits, programs and policies create a workplace experience that helps recruit top female talent and retain women who are high performers? This session will showcase brand new data illustrating what employees on the parenting journey value and desire in an employer of choice. And using hot-off-the-press employer survey data, the session will outline areas of opportunity as women rise in the workplace.

- Kristen Craft, *VP of Marketing and Business Development, Ovia Health*
- Bob Restivo, *Director of Plan Design, General Dynamics*
- Alison Crawford, *Head, Employer Resource Group, Parenting@Uber, Uber*

9:50 a.m. – 10:50 a.m.

Morning Headliner

The Future of Work: Enhancing the Employee Experience

Employees hail LinkedIn as an "*incredible company to work for*" and that you "*can't beat the culture.*" But what exactly goes into creating such a great place to work? Don't miss this keynote presentation by Nina McQueen, *Vice President Global Benefits & Employee Experience* at LinkedIn, who will give conference attendees an inside look at how her company creates an exceptional employee experience. Nina will share why her organization is laser-focused on creating an unrivaled employee experience, describe how her role is different than those she's held in the past, detail how well-being programs contribute to creating an exceptional experience, and talk about the ways that she's measuring the impact of her efforts.

- Nina McQueen, *Vice President, Benefits and Employee Experience, LinkedIn*

11:00 a.m. – 12:00 p.m.

Plenary Session 4

12:00 p.m.

Grand Prize Drawing (Immediately following the final session)

Boxed Lunch