



Total Health Index™

Your employees are healthy, engaged and productive. Or are they?

Morneau Shepell's revolutionary Total Health Index (THI) is a suite of evidence-based analytical tools that help employers improve health, engagement and productivity. The clear and actionable insights you and your employees receive can be used by both of you to make decisions that have the greatest impact on total health, leading to increased organizational effectiveness and better business performance.

Eliminate guesswork in investing in health and wellness, and produce actionable results

If you're measuring individual elements of employee health and engagement and not tying together data from all the available sources, you may not have the complete "total health" picture of your workforce. As a result, you may be implementing ineffective programs that are of little benefit to your employees. And they may have no idea of how to help themselves to better health.

Current Health Risk Assessments (HRAs) and engagement surveys give only snapshots of what has already happened — the lagging indicators. THI includes the next generation of HRA — it helps you identify and address the root causes of employee health and engagement issues.

The strategy behind THI begins with the understanding that it takes two — both employers and employees have roles to play in improving total health. A new, shared accountability is created. Employers and employees gain a greater understanding and appreciation of the areas they should own that can influence health, engagement and productivity. In the employer's case, those include culture, manager effectiveness, and clear policies.

Actionable insights

Data across four dimensions create one comprehensive and powerful picture for employees so they gain a clearer understanding of where their health is suffering.

As an employer, you obtain big picture feedback on your employees' health issues. You can choose to receive high-level information or drill down further for more in-depth analysis, without having to resurvey employees. THI ensures that you receive an optimal return on investment for your expenditure on employee health programs by providing you with a platform to turn your employee health data into actionable insights.

The four factors that influence total health



Help employees make the most of their physical health, mental health, work and life. Use THI to uncover opportunities to align investments in health and wellness programs with better outcomes for employees and your organization.

Call Morneau Shepell to learn more about THI.

We'll provide you with a brief overview of the THI suite of tools and services, a look at sample employer reports, and answers to your questions.

THI suite of tools

THIDiscovery™

THI Discovery™ is for employers who want to track the overall health, engagement and productivity of their organization, and create a shared accountability between the employer and employee for improving results. It combines a next-generation HRA, support services to help employees improve their health and integrated reporting to help employers track and improve overall results.

THIInsight™

THI Insight™ is for employers who want a deeper understanding of the drivers of health, engagement and productivity in their organization, to develop the best strategy for improving performance. It includes everything in THI Discovery, plus a deeper layer of analysis to isolate the factors that impact results. THI Insight also includes consulting support to help employers develop action plans to improve performance.

THIImpact™

THI Impact™ is for employers who want to see "full picture" health, engagement, productivity and cost metrics for their organization. It uses technology to develop actionable insights, based on your true workforce health and productivity data. This includes actual benefit claims like drug, short-term and long-term disability, as well as data from the HRIS system and employee behavioural data or participation stats. By monitoring the actual impact of different workplace interventions over time, you will optimize investments and programs, which in turn help you meet your business goals.

Contact us today

1.800.461.9722

morneaushepell.com
thi@morneaushepell.com