



INSTITUTE FOR HEALTH AND PRODUCTIVITY MANAGEMENT

2008
Corporate Health and Productivity Management
Award

Application Information
Level II

2008 Corporate Health and Productivity Management (CHPM) Award Level II

Awards Committee:

Steve Priddy
Gary Billotti, MS
Pamela Hymel, M.D., MPH
Joseph A. Leutzinger, Ph.D. - Chairperson

Entry Criteria:

Only previous CHPM Level I award winners will be eligible for the level II designation.

A Level II award winner must demonstrate program evolution and updated outcomes since receiving the CHPM Level I award.

Award recipients must be willing to share their results with other organizations through presentations, articles, briefs or other means relevant to the HPM community.

The Level II award application will be available in January 2008.

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1. Submission of application with supporting documents – July 25, 2008
 2. Awards selection –September 19, 2008

Announcement of Award Winners will take place at the International IHPM Conference October 15-17th, 2008 in Scottsdale, AZ. Recipients of the award will receive complimentary registration to attend IHPM's conference but it will be the responsibility of the attendee to cover all travel and hotel costs.

Purpose:

To recognize organizations that have clearly demonstrated the application of the Health & Productivity Management (HPM) model, and measurably improved their business competitiveness through productivity gains arising from improved employee health status.

Objectives - IHPM:

- Foster awareness of health and productivity management (HPM)
- Provide national recognition for HPM best practices and model programs
- Encourage organizational self-assessment and continuous quality improvement

- Create a repository of best applied practices and model programs easily accessible to interested parties
- Document meaningful measurement in a business setting of HPM outcomes.

Objectives - Applicant:

- Receiving the CHPM Level II distinction will place the organization in an elite group of companies who have adopted and implemented the Health & Productivity Management model.
- Obtain national recognition for your organization's HPM program
- Have your HPM program compared to other nationally recognized programs
- Identify opportunities for improving your organization's HPM program

Selection Criteria:

1. Corporate commitment to employee Health and Productivity Management (HPM) for a minimum of 5 years
2. Program innovation and demonstrated leadership in HPM
3. Well-defined and demonstrated HPM measures
4. New measurement data since receiving Level I recognition
5. Integration of HPM programs within the corporate culture and across multiple corporate areas
6. Documented business competitive advantage arising from HPM
7. Demonstration of new or evolutionary programming since receiving Level I recognition

Award Classifications:

Applications are evaluated with consideration for employer size:

- Small (<500 employees)
- Medium (500 – 5000 employees)
- Large (> 5000 employees)

Application Process

Applicants must submit their completed applications electronically to Deborah@ihpm.org by close of business on Friday, July 27, 2008.

Applicants must follow the format described below to receive a review.

Please read through the application so you are familiar with the contents and flow of the application. Avoid duplication and give special consideration to including material that was not included in your Level I application.

- Corporate information
 - Name of company
 - For profit or not for profit status
 - Description of products or services
 - Industry sector
 - Size of company (number of employees)
 - Market scope (local, regional, national, international)

- Corporate contact
 - Name
 - Title
 - Address
 - Phone, fax, and e-mail address

Detailed selection criteria:

A maximum of one page is allowed for each lettered item (20 total) under each of the four numbered categories that follow. Examples of specific lettered criteria are preferred.

Supporting materials, not to exceed three pages for each of the four overall criteria, can be provided. Summary documents are required parts of the application and are described below.

1. Corporate commitment to employee health and productivity
 - a. Clear corporate mission, vision and policies to support HPM initiatives
 - How has this changed since your Level I application
 - b. Budgetary commitment and/or staff commitment to HPM
 - How has this changed since your Level I application

- c. Intervention programs in place targeted to improve specific aspects of productivity
 - List interventions that are still in place from previous application
 - Note separately, interventions added since Level I application
 - Document participation and eligibility for each intervention
 - d. Employee involvement including use of incentives
 - e. Health benefits plan design and reimbursement strategies that encourage health improvement
 - Note changes since Level I application
2. Program innovation and demonstrated leadership:
- a. Latest ideas and programs in place with demonstrable improvement in the H/P of the workforce
 - b. Willingness to work with outside organizations to influence outcomes in productivity
 - c. Willingness to share strategies and results
 - d. Experimentation with new measures of H/P
 - e. Unique interventions based on HPM measurement outcomes (i.e. identified by 2d)
3. Well-defined HPM outcome measures:
- a. Demonstrated program effectiveness
 - b. Studies conducted with the employee population
 - c. HPM 'Dashboard' (department or corporate) indicators utilized to monitor and track productivity
 - d. Evaluation results used for both strategic and tactical purposes
4. Integration of HPM programs across multiple corporate areas including:
- a. Health promotion programs
 - b. Disability management programs
 - c. Disease management programs
 - d. Occupational and environmental health programs
 - e. Corporate culture and organizational health initiatives
 - f. Other department(s)

Summary Documents

- Explain how the program has evolved since the Level I application. Highlight significant changes, interventions and outcomes in a summary document (not to exceed three pages).

- In one page, describe factors perceived as unique or outstanding. These may include business, environmental, geographical or other factors that may influence the design, delivery or measurement of your programs.
- In one page, summarize program achievements (may include professionally published or peer reviewed articles, awards, outstanding results, or local influence/recognition).
- In one page, note the number of employees in the unit or company covered in the application. Number of participants in each 'program' (initiatives, projects mentioned in the application) as compared to the number eligible.

Review Process:

Each application will be screened for completeness and compliance with instructions. Questions or requests for clarification will be directed (if necessary) to the applicant. A maximum of four judges will review each application. Numeric scores on each of the four headings and a summary document will be provided. The judges discuss scores and collectively determine the winner(s).

If you are not sure your program qualifies please submit a 500 word abstract describing your program, integration efforts and any outcomes resulting from the program. Someone from the IHPM staff will give you feedback on whether your program is ready for a full program review

Submit all copies of the application to:

Deborah Love
Executive Vice President & Chief Operations Officer
Institute for Health and Productivity Management
Gainey Ranch Center
7702 E. Doubletree Ranch Road, Suite 300
Scottsdale, AZ 85258
Telephone: 480-607-2660
Email: deborah@ihpm.org

If you have questions or need to make an inquiry, please feel free to contact Deborah Love.