

CASE STUDY

Twin Cities Healthcare System Rolls Out Wellness Desk Options

**PROGRAM DEMONSTRATES SIT-STAND WORK ROUTINES REDUCE HEALTH RISKS
LINKED TO SEDENTARY WORK ENVIRONMENTS**



“Both of our organizations share a passion for employee health, so we teamed up to research what outcomes are possible when adopting a sit-stand workstyle,” says Pete Segar, Ergotron Chief Executive Officer. “Physical and mental well-being provides energy and capacity to get things done.”



As part of its mission to foster a “culture of health” with employees, a major Twin Cities-based consumer-governed nonprofit health care organization over the last several years has implemented an innovative wellness initiative. Designed to interject more movement into the work day routine, the company rolled out a pilot program corporate-wide, offering employees with computer-intensive roles the opportunity to retrofit their existing workstation with an Ergotron WorkFit® Sit-Stand Workstations. The goal beyond gauging interest and adoption metrics, was to determine the impact sit-stand computing would have on other metrics like productivity, efficiency, mood states and how effective it was in helping them achieve their overall wellness objectives.



EMPLOYEES REPORTED THESE RESULTS AFTER USING ERGOTRON WORKFIT SIT-TO-STAND WORKSTATIONS:

"This has made me look at my total activity level ... I have now joined a gym."

"My hand and shoulder pain went away."

"I think I increased physical activity in other areas of my life once I started using the WorkFit."

"My posture improved. My neck, shoulder and lower back tension went away."

"I was able to focus on my work better."

POSITIVELY IMPACTING WELL-BEING

Boosting the well-being of its members, patients and the community it serves is core to the nonprofit healthcare organization's mission. A nationally recognized leader in transforming the delivery of healthcare, it serves as a model for employee well-being programs.

From this organization's perspective, physical and mental well-being is about "having good health and enough energy to get things done on a daily basis." Armed with five years of data from its employee health assessment program and cross referenced against claims data, it identified that the effects of prolonged sitting by its employees was an area of growing concern across the organization. They understood that prolonged sitting was an independent risk factor for a variety of health issues including back pain, metabolic syndrome, hypertension, stroke, cardiovascular disease and diabetes.

Through data analysis, the business identified several health conditions – in particular, lower back pain – that represent substantial opportunities for improving employee well-being and lowering cumulative costs associated with those conditions.

FINDING A SOLUTION TO REVERSE THE TIDE

Creating a rollout plan

Positioning the sit-stand workstation as an option rather than a requirement, the organization sought employee feedback, and once interest was identified, placed orders of WorkFit-S units configured to individual setup requirements — single display, dual display, or a combination laptop and display.

Their program focus was on encouraging employees to both sit and stand throughout the day as it is comfortable for them; if sedentary workers kept moving throughout the day, the theory was that it would also help improve their physical and mental wellness.

Improved health translates into a reduction in health claims

Employee feedback to the program was tremendous with more than 2,700 units rolled out to employees as of 2016. The program was gradually expanded to other departments and function areas outside of those initially targeted.

“The pilot approach to sit-stand adoption gives companies a change to evaluate employee interest and adoption in real-time,” said Betsey Banker, CWWPM, CWWS, Wellness Vertical Manager at Ergotron. “They can tack alignment to their corporate wellness initiatives and course correct before a large scale roll out.”

While not at the point to announce specific return on investment (ROI) for the program, the employer anticipates ROI will include lower health care costs related to issues like upper neck, back and shoulder strain and lower back issues, as well as improved performance of employees while at work due to feeling better.

As an employer driving a culture of health, the real long-term value of the program came from the movement and behavior changes associated with the use of a sit-stand option. The program communicated a message to employees that the organization cares about their health enough to help them address breaking up an otherwise sedentary workday. The adoption of sit-stand workstations was a simple way to engage staff members in more activity throughout the day and to experience the associated benefits research is uncovering.

CONCLUSION

Access to sit-stand computing has given this organization a path for improving employee health at their workstation and is influencing a culture of well-being. As a corporate leader, they recognized that adopting this type of initiative for employees was one way to continue to “lead by example.” And they continue to implement strategies to influence and help improve the culture of health of their members, the community they serve as well as their thousands of employees.

For more information about Sit-Stand Solutions, visit workfit.ergotron.com



BUILDING A BUSINESS CASE FOR SIT-STAND AT WORK

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