Penrose-St. Francis Corporate Wellness

Evolve Program Outcome Summary: February 6, 2012

**SUMMARY**

Penrose-St. Francis Health Services’ role in the Kaiser Evolve program is to provide personalized wellness coaching and educational presentations to Kaiser’s members from School District 20 and Pikes Peak Hospice in an effort to empower and educate them to make positive lifestyle changes.

**PROGRAM SCOPE**

This 13 week program started mid September and concluded mid January. It consisted of 3 one-hour face-to-face wellness coaching sessions, 11 weekly 15-minute telephonic check-ins and 6 one-hour group educational sessions. Kaiser chose 10 participants from each employer who had one or more chronic conditions including: diabetes, high blood pressure, obesity or high cholesterol. Kaiser provided participants with all communications and incentive awards. Penrose-St. Francis was responsible for tracking participation in all group classes and coaching sessions along with each participant’s changes in body mass index, waist circumference, blood pressure, and cholesterol and blood glucose (if self reported). Participants were eligible for the incentive award by attending 4 group sessions and the first and last coaching session. Kaiser reimbursed participants’ $120 program fee if they met these requirements

**RESULTS**

**Participation:**

Pikes Peak Hospice:

* 7 participants were chosen to participate by Kaiser
* 1 participate declined to participate
* 1 participant dropped out at the last week due to an injury
* 6 participants completed 5 of the 6 group presentations
* 5 participants completed all 3 face-to-face coaching sessions
* 1 participant completed 2 face-to-face coaching sessions
* Participants averaged 3 telephonic check-ins out of the 11 available

School District 20:

* 9 participants were chosen to participate by Kaiser
* 2 participants declined to participate
* 5 participants completed 4 of the 6 group presentations
* 1 participant completed 5 of the 6 group presentations
* 1 participant completed 2 of the 6 group presentations
* 6 completed all 3 face-to-face coaching sessions
* 1 participant completed 2 face-to-face coaching sessions
* Participants averaged 4 telephonic check-ins out of the 11 available

**Biometric Changes:**

Pikes Peak Hospice:

* The group lost a total 24.5 pounds, an average of 4 pounds per participant
* The group reduced a total of 4.4 BMI points
* There were no changes in waist circumference or blood pressure.
* Cholesterol and glucose were not self reported thus not measured
* Success highlight: One participant quit smoking AND lost 12 pounds!

School District 20:

* 3 of the 7 participants lost a total of 12.5 pounds and reduced a total of 3 inches in waist circumference
* 3 of the 7 participants gained a total of 13 pounds and increased their waist circumference by a total of ¾ inch
* 1 participant had no changes in weight or waist circumference
* There we no significant changes to this group’s BMI or blood pressure
* Cholesterol and glucose were not self reported thus not measured
* Success highlight: One participant lost 11.5 pounds

**ON-LINE SURVEY RESULTS**

A satisfaction survey was provided to all participants in the Evolve program.

* 5 of the 13 active participants responded to the on-line survey.
* 100% of the respondents rated their coach’s ability to inspire, motivate and provide tools and techniques to reach their goals as VERY GOOD or EXCELLENT.
* 80% of the respondents rated the effectiveness of the 15 minute check ins as VERY GOOD or EXCELLENT  
  75% of the respondents rated the effectiveness of the one hour coaching sessions as VERY GOOD or EXCELLENT
* All 6 of the group presentations received an overall rating of VERY GOOD or EXCELLENT
* All 5 respondents rated the most valuable aspects of this program as supporting their efforts in making positive behavioral and lifestyle changes and providing the personal accountability they needed to be successful.
* The motivators for respondents to make lifestyle changes were indicated as:

Financial Incentive – 2 respondents

Coaching – 2 respondents

Biometric results – 1 respondent

* 80% of the respondents rated their satisfaction with the Evolve program as VERY GOOD or EXCELLENT

**RECOMMENDATIONS**

Since behavior change is very difficult, we would recommend more one-on-one coaching sessions to help develop the member’s wellness visions, address barriers, help them set goals and develop self-efficacy skills.

Inclusion of a motivational inquiry or readiness to change scale as part of the criteria to solicit members into the program. These results are important in coaching success and positive outcomes.

Incorporate activity into the group classes to help relieve stress in the group. Simple breathing techniques would be favorable to all activity restrictions.

Lastly, we recommend that the program be extended to include more participants and communication of more programs throughout the year so those participants can choose the appropriate timing to participate.