Certification of Disability Management Specialists COMMISSION

Competency. Collaboration. Assurance.

2011 Quality Leadership Award

INTEGRATED DISABILITY MANAGEMENT

HEALTH + WELLNESS

RTW

ABSENCE MANAGEMENT

PREVENTION

RISK MANAGEMENT

QUALITY

PRODUCTIVITY

DISABILITY CASE MANAGEMENT

CDMS Commission Announces Winner:

General Electric Recognized for Leadership in Integrated Disability Management, Health & Productivity

The Certification of Disability Management Specialists Commission has chosen General Electric Co. as the recipient of the 2011 Quality Leadership Award in recognition of its long-standing commitment to disability management and its innovation in health and productivity initiatives.

Each year, the CDMS Commission presents the award to an organization that demonstrates best practices in disability and absence management. This year, GE, which operates in more than 100 countries and employs more than 300,000 people worldwide, is being honored for its contribution to the disability management field, and its commitment to helping its employees lead healthier and more productive lives.

For many years, GE has championed integrated disability management from both a workforce health and productivity perspective, with programs directed and managed by Certified Disability Management Specialists and other certified professionals. "GE has been an industry leader in integrated disability management, even before the term became part of the widely accepted nomenclature," stated Edwin Quick, MA, MBA, CDMS, CRC, CCM, GPHR, chair of the CDMS Commission. "Through consistent and progressive leadership in integrated disability management, GE has leveraged its business acumen and Six Sigma approach to bring accountability and efficiencies to the often complex world of integrated disability, health, and wellness initiatives."

GLOBAL INITIATIVE RESULTS IN STRONGER INDIVIDUALS AND A STRONGER GE

Among GE's numerous programs is HealthAhead, a global effort to motivate employees and their dependents to achieve the best possible health outcomes.

"HealthAhead is an integral part of the company's 'Healthymagination' program and an extension of our philosophy of disability management to help employees become healthier, more productive, and engaged in all aspects of their lives," said Marybeth Stevens-Carhidi, MS, CCM, CDMS, Leader of Health Administration for GE's US Employee Services, Healthcare Benefits Delivery. "As a global initiative, we believe HealthAhead will result in stronger individuals and a stronger GE."

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– **Edwin Quick** MA, MBA, CDMS, CRC, CCM, GPHR
2011-2012 Commission Chair
and
Executive Director
Disability Management Services
Fortune 500 Company
Chicago, IL

In business since 1984

Certification of Disability Management Specialists COMMISSION

Employee satisfaction and health-related absence data will be used to assess the effectiveness of HealthAhead in the long term. For the past seven years, GE has seen a reduction in its U.S. days-away-from-work metric. The company expects its HealthAhead will continue or even accelerate this trend. "Our expectation is that healthier employees will have fewer lost work days due to health issues, and will be more productive while at work," Stevens-Carhidi added.

Central to HealthAhead is a unique effort to measure and certify GE worksites on the basis of critical elements including: site leadership and wellness teams, education and prevention, nutrition, physical activity, tobacco cessation, stress management, health-related absences, and an assessment of health risk.

COMPANY-WIDE PROGRAM DELIVERED LOCALLY

More than 300 GE worksites around the world are expected to be certified in 2011, an increase from 87 sites globally in 2010. All GE sites with at least 100 employees (about 500 locations globally) are required to be certified by 2012, and all are actively working toward this goal. These 500 sites reach at least 80% of GE employees and their dependents.

Although the program addresses corporate-wide health priorities, such as cessation of tobacco use, a key component is autonomy on the local level. "We believe that while good health should be promoted, driven, and invested in company-wide, it needs to be delivered locally to be effective," Stevens-Carhidi said. "The health issues that our employees face vary greatly from site to site and business to business. Peers, managers, and the site where employees work impact our employees' ability to get healthy and to maintain a healthy lifestyle."

Highlights of the HealthAhead Program

- All aspects of HealthAhead, including strategies and performance on metrics related to advancing the culture of health, are managed at the executive level through the HealthAhead Steering Committee. Performance against specific metrics is also reported quarterly to GE's Executive Council of top global leaders.
- Through the HealthAhead process, all sites are required to develop a local sustainability plan. The most-senior leaders at the site are engaged; progress and data are reviewed regularly; and the site must have a detailed annual calendar of events and a well-funded budget to execute.
- Employees at HealthAhead-certified sites benefit from subsidized healthy food in cafeterias, lower-cost fitness options, and opportunities to learn about ways to reduce stress or stop smoking.
- In the U.S., employees are also encouraged to complete a health risk questionnaire (HRQ). (HRQ pilots have also been conducted in India, China, the U.K. and other countries.) After an employee completes the appraisal, a "report card" is generated, outlining identified risks. Employees may address the risks via an online portal or receive one-on-one telephonic health coaching.

Through HealthAhead, GE continues to demonstrate its commitment to inspiring employees to embrace a healthier lifestyle, while giving them the tools and resources they need to achieve wellness goals. The CDMS Commission salutes GE for its long-standing leadership in integrated disability management, absence management, and health and productivity. The company has demonstrated that wellness and preventing disability are critical to good stewardship of human capital.

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– **Marybeth Stevens-Carhidi**
Leader, Health Care Administration
GE US Employee Services
Healthcare Benefits Delivery

Past Award Winners

2010	E.ON U.S.
2009	Baptist Health South Florida
2008	Harley Davidson Motor Company
2007	University of Pittsburgh Medical Center
2006	Coors Brewing Company
2005	Waste Management, Inc.
2004	Mayo Clinic Rochester
2003	Allina Hospitals & Clinics

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The CDMS Commission is the only independent and nationally accredited organization that certifies disability management specialists. Through sound testing backed by scientific research, continuing education, and a strict code of ethics, the Commission validates the core knowledge and competency of these experts.

For more information:
Details on the CDMS Commission can be found on their web site at www.CDMS.org

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