



WELL-BEING PROGRAM IMPACT: MANUFACTURING

limeade®

03.2020



Limeade Well-Being focuses on the whole person, whole company and whole ecosystem to ensure every employee knows their company cares.

Manufacturing employees endure physically taxing, repetitive work and strict shift hours that make it hard to prioritize self-care — in turn, making well-being support for employees more crucial than ever.

The case for well-being:

99% of those with high well-being and organizational support **recommend their company as a great place to work¹**

3X **higher turnover** for employees who don't participate in Limeade versus those who do.³

38% **more engaged** when employees feel their employer cares about their well-being²

^{1,2}2015 & 2016 Well-Being and Engagement Report, Quantum Workplace & Limeade

³Limeade Turnover Dashboard, 2019

Limeade delivers a comprehensive approach to well-being, supporting the whole person, demonstrating care from the organization and integrating with the whole ecosystem — tied to your unique company culture.

Key Solution Highlights

- Science-based methods of measurement including a Well-Being Assessment and pulse surveys
- Access to the Limeade activity library with hundreds of whole-person well-being activities that can be completed for points and rewards
- On-demand dashboards that provide insights into program participation, employee engagement, risk for burnout and turnover
- Reach every employee with easy-to-create, relevant communications
- Device tracking and partner integration deliver a holistic program for employees

Real Business Results: Limeade Program Impact on a manufacturing customer



** All data presented represents 2017 and 2018 information for a subset of the manufacturing company's locations.*

Limeade Well-Being Customer Best Practices

This manufacturing company employs over 14,000 people in offices and production facilities. Their mission is to help people live life well, so naturally employee well-being has always been a top internal priority.

They chose Limeade to re-energize its approach to well-being as an employee engagement driver. The program needed to provide a simple, relevant experience to manufacturing line employees who have limited access to email and minimal time for well-being during the workday. They also needed to provide organizational support for well-being, showing they genuinely care for employees at every plant.

Limeade Well-Being helped them deliver relevant, whole-person opportunities to its diverse population and support well-being in every corner of the organization.

Optional Well-Being Assessment

After requiring a Well-Being Assessment and biometric screenings for years, Limeade guided the customer to make them optional. This removed a major barrier for employees reluctant to take time out of their day or who did not feel comfortable sharing personal information. After making this change, overall program participation jumped by 10% and Well-being Assessment completion increased, removing the stigma of a previously punitive program.

Manager Support

With limited access to email during the workday, manufacturing employees need managers who reinforce messages of well-being and care for their teams. The customer enabled this with quarterly “manager challenges” targeted to supervisors that provide clear strategies to assist them in promoting well-being within their teams. They also used Limeade Insights Dashboards to develop a manager scorecard with aggregated well-being program data that indicates their team’s areas of strength, improvement and turnover risk. This allowed managers to understand their team’s areas for improvement and take action in real time.

Personalized Targeting

What resonates with a manufacturing employee in rural Wisconsin is different than what resonates with an accountant in the Chicago-area headquarters. The customer used Limeade personalized targeting to create a wide range of relevant activities and target them by company location, job title, as well as risk for well-being, engagement and turnover.

Well-Being Champion Network

The manufacturing company also targets activities to more than 100 Well-being Champions, a group of employees who volunteer to promote their program at their individual locations. Within the program, Champions get advice and resources for driving program awareness, including emails, posters and other marketing tools. They can also access resources to host on-site registration events at their location, with tips on how to host a successful event. Administrators encourage Champions to report their location's well-being needs and create new challenges to support them. Champions also volunteer to take on extra responsibilities and, with the Limeade platform, the customer is able to make Champions feel supported and equipped to do their job.

Acting on Insight

Program administrators use Limeade Insights Dashboards to evaluate trends in employee health, well-being, productivity, engagement, turnover and burnout risk. The Engagement Dashboard is used to see current employee engagement metrics across the company and at each location. The dashboards uncover opportunities for improvement at different locations. For example, the Well-Being Assessment showed that the company's Boat Group was struggling with healthy weight, heart health and exercise/fitness, but had an interest in volunteering. So, the customer launched a "Participate in a 5k Race" activity to meet that group's needs and interests. The New York Mills location was struggling with resilience, so they launched the "3 Good Things" challenge to help employees with activities focused on gratitude and positivity.



Limeade is an employee experience software company that helps build great places to work. Our platform unifies employee well-being, engagement and inclusion solutions with industry-leading communications capabilities. Recognized for its own award-winning culture, Limeade helps every employee know their company cares. To learn more, visit www.limeade.com.