

# Why One Stop Wellness turns HR Teams into Superhuman Resources



Human Resources people are the glue that keeps a company together. Every single day, this department is on the forefront of the employee experience, tasked with resolving issues, that many times could have easily been avoided such as changes in training and development, career advancement for managers, lowering turnover and improving engagement- while at the same time navigating strict sets of compliance rules, payroll, benefits, recruitment, and budget restrictions.

Having to take care of all these duties can be overwhelming.

With all this in mind, it's no surprise to the One Stop Wellness team when our services and platform gets meticulously examined by a company's Chief Human Resource Officer or VP of Human Resources. For an already-burdened HR team, is dealing with another platform or vendor just a mere distraction?

Of course, you already know the answer. The One Stop Wellness solution helps companies improve the overall employee experience, which in turn boosts health, engagement, and productivity, improving the company's bottom line. These are familiar goals for Human Resources' efforts, so it's time to have a conversation about how they can become Superhuman Resources. To help you have that talk, review this hypothetical Q&A featuring common questions from CHROs with answers that address One Stop's value and how it can enhance your HR's efforts.

"I had the pleasure of working with One Stop Wellness. Their leadership team and staff are well respected by Human Resources professionals and continues to be an integral part of our Health and Wellness team, providing a vast menu of health and wellness services to large and small audiences."

**Mela Perez**

Community Health Director, American Heart Association





**Your CHRO:**  
"Please tell me why we need this platform, and the value will it bring to our company?"

**You:**

According to Gallup, 77% of employees are disengaged at work. With the shift to virtual work due to the pandemic, employee engagement is at an all-time low.

Millennials and GenZ make up over 68% of the workforce and have a huge influence on the workplace culture. A 2021 Blue Cross Blue Shield survey found that 44% of older millennials (born between 1981-88) report having been diagnosed with at least 1 chronic health condition. And the average health insurance premium per employee was \$24,000.

Beyond that, according to a study published in March 2017 in the Harvard Business Review, companies who invest in the employee experience are 4x more profitable. This isn't some "warm & fuzzy" service to help us with employee rewards. They not only provide an amazing health engagement platform, but they also offer virtual classes by certified health experts catered to our employees' needs ranging in various areas of wellness. Every feature on the One Stop Wellness platform is designed to help bring what employees need to feel engaged at work: fun, connection, meaning, impact, fitness and appreciation. It's a proven solution.

"One Stop Wellness provided a fun and engaging workshop for our employees. I believe our employees took a lot out of the exercise and really enjoyed themselves. We look forward to having more!"

**Zack Rubiola**  
Human Resources Coordinator,  
Humane Society



**Your CHRO:**  
**"Why now? What will we gain from using  
One Stop Wellness?"**

**You:**

We need this now because of the context of today's workforce: the rise of distributed teams, multiple offices, remote employees, the challenge of scaling company culture with growth, recovering from low morale due to a global pandemic, social isolation, high health costs, and increased mental health issues. All these factors contribute to an environment where chronic health risks can be high, and engagement can be low. We don't have time to waste. This will all impact the company's success and profitability. Also, it will demonstrate our dedication to our corporate responsibility to the well-being of our employees.

For us, we get a chance to rethink our approach to the employee experience, enforcing culture, and participation in wellness. Most other vendors focus on step contests and gift cards.

One Stop Wellness focuses on the people more than the perks. An added bonus- One Stop Wellness has a comprehensive approach targeting physical, mental, and social wellbeing. This would save us the time from having to deal with multiple vendors and platforms. We will only have to communicate with one client support staff.

Additionally, we get real-time insights into the front lines of our workforce, detailed analytics at a company, department and/or team level, plus real-time surveys for immediate understanding of the sentiment across the company. Finally, and most importantly, we get a way to positively reinforce employee behaviors that drive our business forward.



### **Your CHRO:**

**"What about implementation and ongoing support?  
We don't have extra time for this."**

### **You:**

As for implementation, the One Stop Wellness team does most of the heavy lifting for us when it comes to rolling out the platform to our company. They have a strong Customer Success team who supports our implementation process from start to finish. They have a proprietary 11 Step Success Playbook that was developed using the industry best practices they've learned over the years. The program can be launched in phases beginning in under 4 weeks! Beyond that, they will help us launch internally and create a communication toolkit. Post-launch they offer top-class customer/tech support as well as monthly meetings to discuss program performance. As for admin time, many companies report a time savings with the platform. In fact, third-party interviews with One Stop Wellness customers found that HR staff, executives, and managers are saving up to nine hours a month with the platform. This means more time to focus on our other HR tasks!

"If your organization's goal is to increase team engagement and transform your employee's fitness through a lifestyle of healthy eating, then One Stop Wellness is the program. Their professionals' understanding of nutritional science combined with custom meal plans and coaching makes losing weight simple, doable, and sustainable over time."

**W. Kennedy**  
Senior Programme Officer, United  
Nations



**Your CHRO:**

**"I see this platform is highly social and engaging. How can we ensure that people don't waste work hours on it like social media?"**

**You:**

Yes, employees can join challenges, watch videos, earn points, and join discussions, just like any social media site. However, One Stop Wellness has designed the platform and user experience to strictly help employees interact with the app for its intended purposes – develop healthy habits and improve their health literacy. The platform's main activities can be done in less than a minute, which is truly not a time suck, allowing employees to stay focused on work. All time on the platform will be productive!

**"We have a highly competitive workforce and I feel that many will lie or try to cheat the system to earn bigger rewards. How can we keep this from happening?"**

**You:**

Yes, we've heard all the stories of people putting their Fitbits on their dogs to get extra steps throughout the day. One Stop Wellness has seen it all and built fraud detection features using algorithms that can tell the difference between normal human movements and non-human movements. They can also limit the reward points if they detect anyone trying to cheat the system. Even though some of the data is self-reported, they reassure each user that their personal data is confidential and only visible by them. This might reduce the pressure of lying on an assessment to earn a higher score.

"The founder of One Stop Wellness, Romy Antoine exemplifies the next generation of talent in this field."

**Al Lewis**  
CEO of Quizzify



**Your CHRO:**

**“How can we know if this program is really working and helping our company?”**

**You:**

Many companies implement wellness programs without a strategy to measure performance. A lot of other wellness vendors provide an end of year report showing important metrics. However, that one time report at the end of the year is useless. One Stop Wellness takes pride in transparency and offers custom reports on-demand through the HR admin dashboard. We can view our company health score to see how healthy, or unhealthy we are as a company and track those changes over time. Additionally, we get real-time population health and employee engagement insights to help us make the best strategic decisions. We will know what is going on at any given moment and be able to address any issues right then and there when it matters the most.

**“We have a great health insurance plan; can we still use One Stop Wellness if our only goal is to improve our corporate culture?”**

**You:**

This platform is still engaging for companies who are looking to improve corporate culture. Employees can still watch a virtual class, compete in challenges, and earn rewards and incentives. The health tracking side of things would just be optional for those who want to use it. One Stop Wellness still offers many tracking tools to assess employee engagement, team sentiment, and much more.



**Your CHRO:**

**“The majority of our workforce is remote; how does One Stop Wellness engage virtual teams?”**

**You:**

Traditionally wellness programs were designed to be offered onsite with a variety of services. However, due to COVID-19, these types of programs are nearly non-existent. One Stop Wellness took the initiative to shift their approach to cater to remote, distributed teams. They offer 100s of virtual wellness classes spanning 3 categories: fitness, nutrition, and mindfulness to provide a masterclass experience of wellbeing. All the classes are 12 minutes or less, engaging, and available on-demand so employees can view them or participate on their own time. They also have a lot of tools and features for social engagement like daily check-ins, peer challenges, and leaderboards to keep our remote teams engaged. One Stop Wellness truly offers an amazing experience for remote workforces.



# Why One Stop Wellness



**Increased Program Adherence**  
By personalizing each user's health journey through artificial intelligence and access to health professionals, One Stop Wellness has successfully achieved 3X the industry average engagement rates



**Lower Health Costs**  
Average 12% reduction in health insurance costs



**Real HR-Partners**  
Functioning as a fractional wellness officer helps to reduce HR workload, streamline implementation, and ensure consistent communications



**Fast Implementation**  
Ability to launch a program in as little as 30 days



**On-demand Virtual Classes**  
On demand class library of 100s of videos spanning fitness, nutrition, cooking and mindfulness



**Detailed Analytics**  
Appreciate on-demand reports with real-time analytics to track essential KPIs. Also receive action steps to take based upon the reports



**Price Transparency**  
One Stop Wellness provides straightforward pricing with no hidden fees

“As a result of One Stop Wellness health assessments, we were able to detect an employee with an unknown A-fib problem and she was able to get treated.” –

**Donna DeBlois**  
HR at Globalscape Inc.