Critical Paradigm Shifts to People, Perform Building Trust, Utility & Value Progressing to Better Health, Well-being & Wisconsin Safety Conference Presenter: Mart Van President, 10 2021 Solvegload Relying on Traditional Strategies Lead Not Only To Suboptima Outcome, But Can Damage People, Performance And Profit.	Prosperity e, April 2021 derKooi, PT Solveglobal	
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6 Critical Paradigm Shifts for Every Organization		
 Move from Silos to comprehensive integrated strategies Move from incentivizing lagging measures to leading me Move from general wellness/safety programs to focusin your #1 injury/illness, #1 chronic disease, and #1 cause disability. Move from traditional POET's to optimizing job fit and sustainability Move from early reporting to early risk identification Move from early medical to early functional 	easures	
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- People's lives confound artificial organizational boundaries.
- Rationality demands coherency & transparency across operational units, budgets, & spans of control!
- MSDs are conditions to be resolved not liabilities to be shifted.
- MSDs are all funded from the Bottom-line

Because we live life in just one skin, MSDs transcend silos.



"Management Silos" evidence MSDs are misunderstood & mismanaged. The Problem is both structural & operational fragmentation. The Solution requires a Coherent Strategy,

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Move Incentives from Lagging to Leading Measures







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How Much Waste?		
Conservatively Speaking		
US Healthcare Spending = \$4T		
#1 MSDs CARDIO-VASCULAR + CANCER + DIABETES + OBESITY + DEPRESSION OTHER 20% 14%		-
\$800B ^{ANNUK} These 6 diagnoses represent 86% of total healthcare spending!		
\$200B ^{ANNUAL} 25% SAVINGS OPPORTUNITY Bonus: All benefit from physical activity!		
Cost Drivers: Pricing, Mismanagement, & Agenomics MSDs are the #1 cost in healthcare & the #1 cause of disability! So, why not begin the shift to value & accountability there? © 201 Sokeejobal		
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Consider Job Fit Testing and Sustainability		
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Cotting the prints are to the pints are also		
Getting the right care to the right people		
So, here's the thing on any given day		
54 % Of your people have an MSDI But, who needs help now & how & why?		
Our Clients Agree on 3 Things: 1. Taking care of their people is taking care of the company.		
Employers can't afford to waste human or financial capital. Market competition & wasteful spending are incompatible.		
Things wear-out & breakdownso do people. What's your plan?		
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Functional vs M	ledical		
MUMY / BLOKESS SEVERTY	MEDICAL MARING IT WASTEFUL WASTEFUL SOLVEGLOBAL KEEMOR IT FUNCTIONAL		
FUNCTIONAL S TIME & EXPENSE RESOURCES CHIEF ADMINISTRALIA			
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Varin Ta Da Liat			
Your To Do List .	•••		
 Determine to focus on the paradigm shift Engage the team you need for success Decide where to focus Tap into resources to help Mattv@solveglobal.com 			
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