



**MSDs  
RESOLVED**  
SOLVING IT! SINCE 2007

*Building Trust, Utility & Value*

*Progressing to Better... Health, Well-being & Prosperity*

Wisconsin Safety Conference, April 2021  
Presenter: Matt VanderKooj, PT  
President, Solveglobal

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**Relying on Traditional Strategies Lead Not Only To Suboptimal Outcome, But Can Damage People, Performance And Profit.**

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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 measures
- Move from general wellness/safety programs to focusing on your #1 injury/illness, #1 chronic disease, and #1 cause of 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

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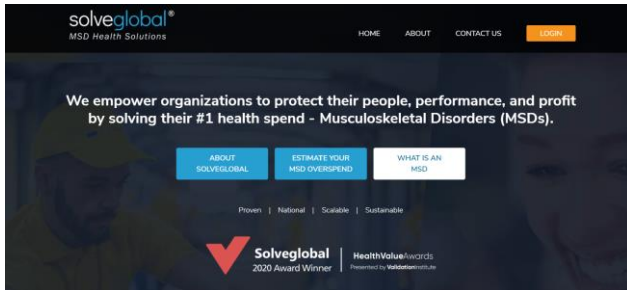
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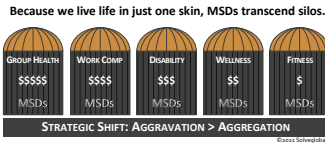
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- ❖ People's lives confound artificial organizational boundaries.
- ❖ Rationality demands coherency & transparency across operational units, budgets, & spans of control!
- ❖ MSDs are conditions to be resolved not liabilities to be shifted.
- ❖ MSDs are all funded from the Bottom-line



"Management Silos" evidence MSDs are misunderstood & mismanaged. The Problem is both structural & operational fragmentation. The Solution requires a Coherent Strategy, & Systematic Control to assure a client centric experience

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### Move Incentives from Lagging to Leading Measures



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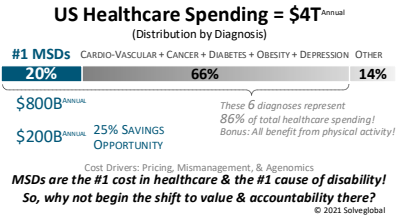
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### How Much Waste? Conservatively Speaking...



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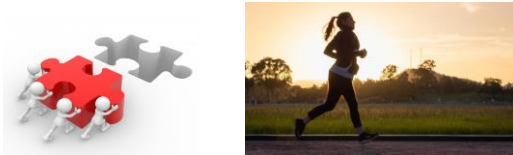
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### Consider Job Fit Testing and Sustainability



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### Getting the right care to the right people



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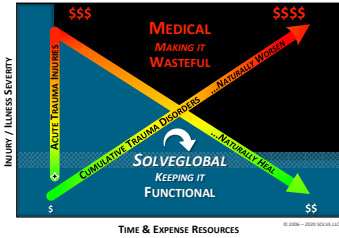
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### Functional vs Medical



MSDs: It's time to choose sides...

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### 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  
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 608-698-2304

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