




TF

TransForm

SHARED SERVICE ORGANIZATION

Leading Innovation. Improving Healthcare.



TransForm Shared Service Organization directly supports its member hospitals in the delivery of exceptional patient care by ensuring efficiencies, service excellence and cost savings.

TransForm's business model and strategic approach is rooted in exceeding our members' needs and is centred on service, performance, innovation and people



SUPPLY CHAIN



INFORMATION TECHNOLOGY/
INFORMATION MANAGEMENT



HEALTHCARE
TRANSFORMATION





Benefits?

- ✓ Improve Employee Health Behaviours
- ✓ Reduce Elevated Health Risks
- ✓ Reduce Healthcare Costs
- ✓ Improves Employee Productivity
- ✓ Decrease Absenteeism
- ✓ Improve Employee Retention and Attract Talent
- ✓ Builds and Sustain High Employee Engagement and Job Satisfaction

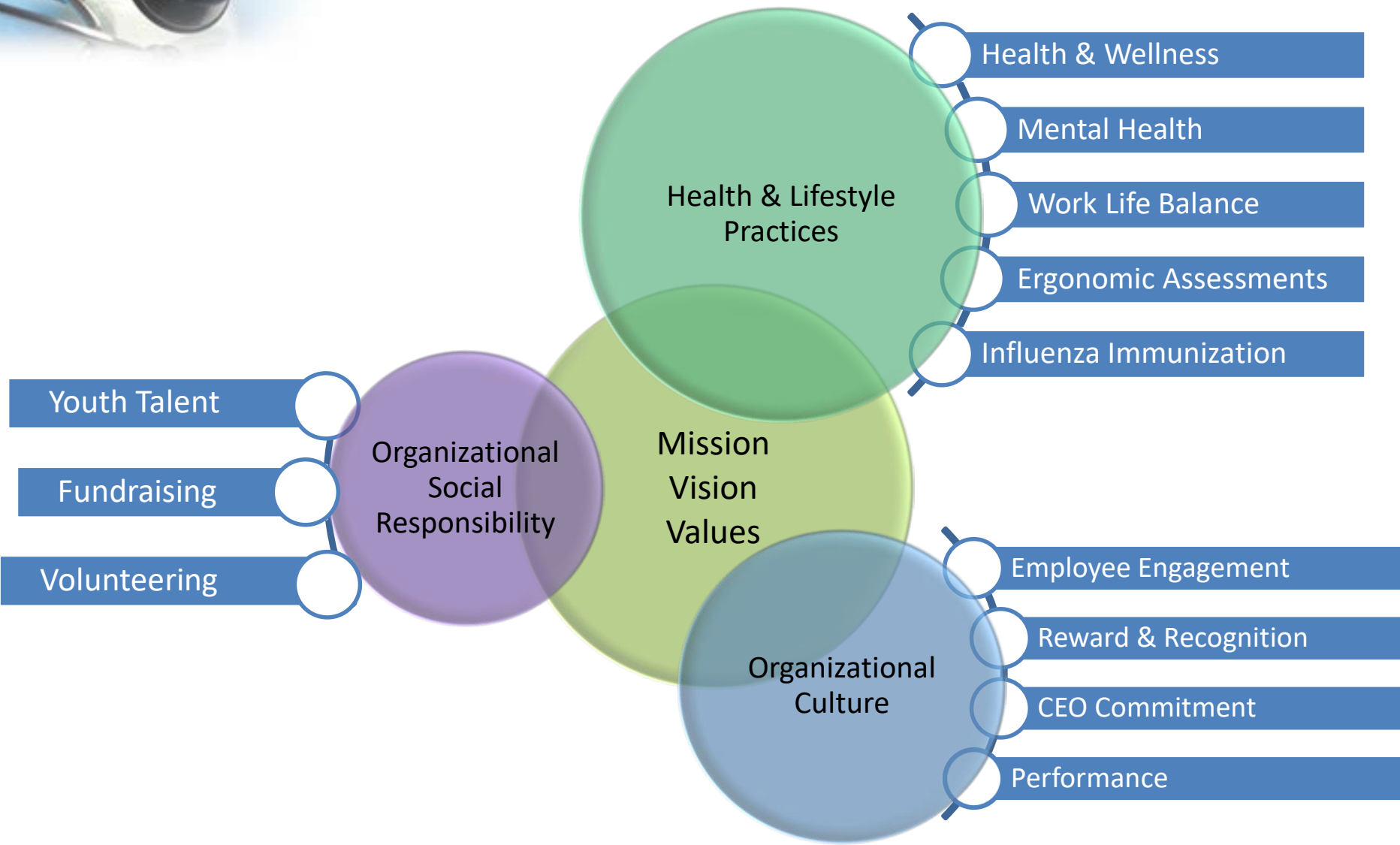


Promoting Wellness in Practice

- ✓ Determine the needs of the organization – what are the gaps
- ✓ Determine focus of initiatives – what are the goals to close the gaps
- ✓ Set realistic objectives to help achieve those goals
- ✓ Determine the resources to support the objectives
- ✓ Determine the budget and manpower needed to support the resources
- ✓ Pitch the business case and obtain senior buy-in and commitment
- ✓ Promote and communicate the strategies of the wellness program to employees
- ✓ Put the plan into action
- ✓ Evaluate the effectiveness of the plan – measure, measure, measure!
- ✓ **CELEBRATE THE MILESTONES!!**



CKPH Gold Standard





TransForm Achievements

- ✓ Linked wellness strategy into HR plan which is linked to overall G&O of organization and MVV
- ✓ CEO commits to support the program through his employee communication strategy
- ✓ Increased our overall engagement score by 30% in one year
- ✓ Increased readership of the wellness articles in our monthly newsletters
- ✓ Started to shift the stigma of mental health illness in our workplace through management training
- ✓ Reduced our overall turnover rate
- ✓ Continue to draw high-level talent to this area
- ✓ Reduced overall short-term and long-term health leaves
- ✓ Customer service scores have increased
- ✓ HR metrics dashboard is reviewed by our CEO & BOD
- ✓ Being recognized by our peers



Thank You

**Chatham-Kent Public Health
WSPS – Investing in Healthy Minds @ Work**