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The Power of Partnership

# UBT FAIR



Rockwood Lab  
Northwest



# Our Team

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<b>Name</b>	<b>Title/Classification/Union</b>
Daniel Isenberger	Phlebotomist, co-lead, SEIU Local 49
Donna Iverson	Phlebotomist, UBT member, SEIU Local 49
Susan Heger	Supervisor, co-lead
Robbie Brock	Performance Improvement Advisor, SEIU Local 49





# Our Best Practices

- Fitbits
- Healthy potlucks and treats
- Team focused approach





# Our Metrics

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Measure	Data Source
<b>Each employee had individual goals</b>	<b>Determined by individual goal</b>
<b>Improve attendance</b>	<b>Annualized unprotected ill hours improved from 64.5 in August to 45.6 hours in December 2013.</b>
<b>Press Ganey courtesy scores (healthier staff have more energy and positive attitudes)</b>	<b>The team started with the project in August 2013 and the team has met or exceeded target for courtesy scores 8 out of 9 months!</b>



# Our Challenges

- Injuries
- Fall off the wagon
- Reticence about Fitbits



# Our Successes

- Fun environment
- Safe environment
- Emotional intelligence
- Helped create framework to work on other projects



# Our Key Learnings

- It's okay to be different
- Supportive atmosphere helps day-to-day work



# Our Rewards & Recognition

- Won Wellness Grant for Fitbits
- National Healthy Workforce Video
- Regional recognition for work
- Spreading success to other workgroups

