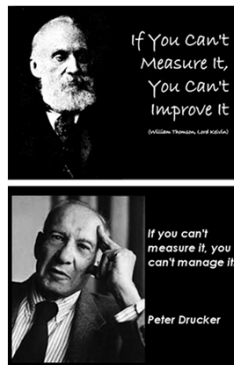


2.4 Identifying and Managing HPM Data

Why is measurement critical?

- Answer pressing business questions asked by executive leadership
- Speak the language of corporate leaders
- Manage organizational costs and resources
- Preserve and expand resources by demonstrating value and ROI



Types of data needed

- Medical expenditures (medical, dental, pharmacy, therapy, DME, etc.)
- Absence data
- Payroll
- Health risk (type, prevalence, duration, severity)
- Medical history (type, prevalence, duration, severity)
- Biometric
- Presenteeism
- Performance
- Engagement
- Benchmark

Data Sources

- Within organization
 - HR, benefits, payroll, finance
- Healthcare providers or insurers
- Vendors
- Government
- Non-profits and NGO's

Measurement Challenges

- Does data exist?
- Is it available?
- Is it current?
- Is it accurate?
- How do I get it?
- How do I manage it?
- How do I analyze it?

Data Management

- Who will own data?
- Who will have access?
- How will it be stored and protected?
- Who will analyze it?

Summary

- Measure what you want to manage
- Identify sources of data
- Have a data plan in advance