



FOR IMMEDIATE RELEASE

Chestnut Global Partners Validates Workplace Outcome Suite to Measure Effectiveness of Health and Lifestyle Coaching

Study validates new version of Chestnut's widely used benchmarking tool that was adapted to measure the impact of health and wellness coaching on absenteeism, presenteeism, workplace distress, life satisfaction and workplace engagement.

Bloomington, IL — May 11, 2015 — Chestnut Global Partners (CGP), a provider of culturally-aware employee assistance and wellness programs to companies worldwide, today announced the Workplace Outcome Suite (WOS) for Coaching, the first scientifically validated tool that tracks the workplace effectiveness of coaching interventions. Studies of health and wellness coaching have typically focused on its impact on lifestyle change; the WOS for Coaching gives providers of employee assistance, wellness, and disease management programs the ability to isolate the impact of health and wellness coaching on key workplace outcomes.

The WOS was designed to evaluate the effectiveness of EAPs and other wellness activities; the original WOS measures the effectiveness of employee assistance type interventions, but not on coaching per se. The use of coaching to help employees manage lifestyle change as well as chronic conditions such as depression, diabetes, and heart disease has become increasingly commonplace; programs have deployed call centers, case management activities, and web-based platforms to influence behaviors such as medication compliance, treatment adherence dietary habits, and other wellness activities that serve to support the initial clinical treatment. Using data from over 300 clients that use coaching services to support employees who needed to engage in lifestyle changes, Chestnut was able to modify the standard WOS to isolate the positive workplace effects of coaching.

"The empirical support for coaching is limited and somewhat fragmented, with most studies focusing more on specific conditions than on the coaching methodology itself," said Dr. Dave Sharar, Managing Director, CGP. "The new version of the WOS provides a standardized measure that allows providers and their customer organizations to examine these coaching models within the context of broader long-term effectiveness of workplace performance."

According to Dr. Richard Lennox, VP of Commercial Science, "A growing body of literature offers promising support for the efficacy of coaching-based disease management (DM) programs aimed at supplementing clinical treatment for many chronic diseases, including heart disease, hypertension, depression, and diabetes. The modified WOS gives counselors the ability to objectively monitor a wide range of workplace outcomes and gauge their role in improving job performance."

Used by over 400 organizations, the WOS stands apart from other outcome measures as it is psychometrically tested, validated, workplace-focused, easy to administer, and free. The WOS brings EAP in line with the data-driven approaches that are changing the way organizations conduct all phases of their business—from product design to customer service, to marketing and talent acquisition. This approach translates improved productivity into quantifiable results, makes the business case for if or when investing in EAP and Health/Wellness Coaching makes sense. In addition to the standard version and the coaching version of the WOS, Chestnut offers an ROI

calculator, offering service provides a full suite of data-driven tools to quantify the efficacy of their programs.

For the study on the Workplace Outcome Suite (WOS) for Coaching, please visit chestnutglobalpartners.org/publications

About Chestnut Global Partners

Chestnut Global Partners (CGP) is a behavioral health organization based in Bloomington, IL that offers a full range of culturally aware employee assistance and related workplace services. CGP combines EAP with wellness, disability, high risk maternity, employees safety and compliance management programs, designed to promote employee well-being, improve performance and reduce absenteeism.

Chestnut Global Partners serves companies in over 140 countries, including Brazil, China, India, Mexico, Russia, Central Europe and North American Native American Tribes and Casinos. Chestnut Global Partners' Division of Commercial Science develops and deploys scientific assessment technologies, outcome measures, and analytical methodologies so that EAPs, wellness companies, disease management entities and purchasers the world over can determine the effects and/or worth of their programs. For more, visit www.chestnutglobalpartners.org.

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