

Johnson & Johnson

Workplace Wellness- **Past, Present** and **Future**

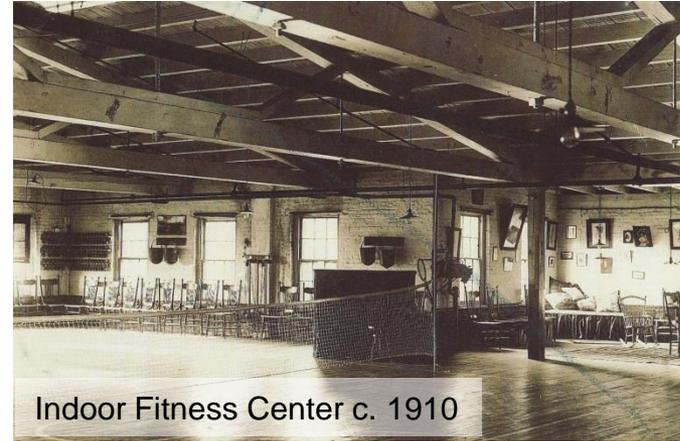
Dr. Fik Isaac

VP, Global Health Services, Johnson & Johnson

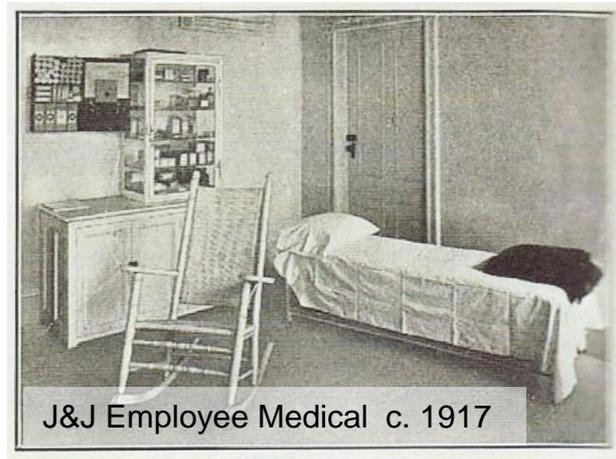
Chief Medical Officer, Health & Wellness Solutions

A History of Health at Johnson & Johnson

- A legacy of caring for employees since 1886
- Employee on-site fitness center and sports leagues
- Occupational health medical clinic to support the safety and health of employees



Indoor Fitness Center c. 1910



J&J Employee Medical c. 1917

Our Journey Towards a Culture of Health



1978
Live for Life®
 CEO James E. Burke sets major program goals to reduce US Health Care Costs

2004
Global expansion of integrated services to provide: Leadership, Consultation, Guidance, Support

2008
 Wellness & Prevention identified as key business strategy: acquisition of HealthMedia™, Inc. and Human Performance Institute, Inc.



1978

2000

2008

2015

1995
 Established **Health & Wellness Shared Service** integrating: Employee Assistance, Occupational Health, Wellness & Health Promotion, Disability Management

2007
 Health & Wellness key **policies** harmonized as part of Global HR Transformation

2013
One Health Organization is created to provide central oversight and expertise to employee health & wellness services **globally**

2015
 Enterprise-wide **sustainability goals** (set in 2010) tied to employee health

 J&J Health and Wellness Solutions, Inc., leverages and integrates the breadth of capabilities **across our businesses**

Integrated Holistic Program Delivery



Protection 

Prevention 

Performance 

Human Energy Management

An integrated solution, based on the Corporate Athlete™ Program from the Human Performance Institute, designed to teach participants how to **maximize their personal energy**, to feel physically energized, emotionally connected, mentally focused and more **aligned with their own personal mission**.

In 2010 we set a goal to reach > 50% of our employees with these principles by 2015. **Today, we have reached this goal.**



Judy Herlich, USA
Keeping Employees Healthy and Engaged



2020 Vision

For the healthiest employees

The Healthiest Employees:

Actively invest in their health and wellbeing to achieve their own **personal best**.

Work in an environment that fosters and supports **healthy choices**.

Achieve balance in body, mind and spirit igniting full engagement **and purpose** at work, at home and in their communities.

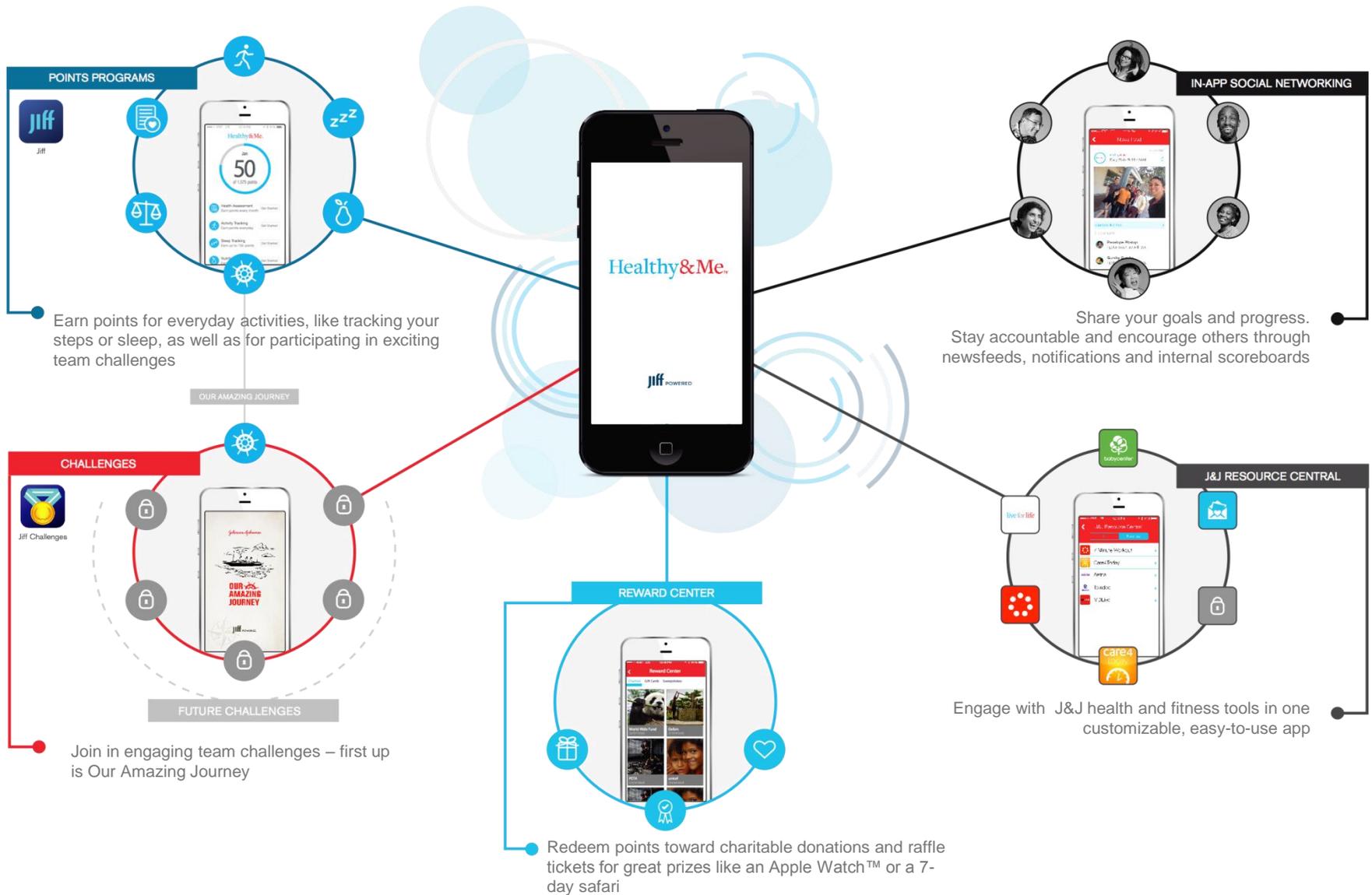
Pablo Vega and Family,
Johnson & Johnson, MEXICO



2020 Enterprise Health Goals

Empower and engage employees toward a “personal best” in health and wellbeing via:

- *The principles of **Human Energy Management™**,*
 - *Innovative **digital health tools**, and*
- *Advancing a culture of **healthy eating** , **physical activity** & **mental wellbeing***
 - *Quality **Occupational Health Management***
 - *Support of **healthier families and communities***



From Old Story to New Story

