



Corporate Yoga

by YogaBalance



Job stress costs U.S. industry \$300 billion annually

Stress Causes:

- Reduced productivity
- Increased absenteeism
- Higher medical insurance and workers' compensation payments.

Paul J. Rosch, M.D., President, American Institute of Stress



U.S. spent \$2 trillion on health care in 2005 = \$6,683 per person

Employers paid more than 1/3 of total

Wellness Programs Generate Return on Investment, The Business Journal (2006).



Stress is a factor in 25% of
all healthcare costs.

The Big Chill, U.S. News & World Report (Nov. 28, 2004).



U.S. employers annually spend per employee:

- \$136 for stress
- \$70 for weight issues
- \$44 for tobacco use
- \$29 for glucose problems

Wellness Programs Generate Return on Investment, The Business Journal (2006).



Hatha (physical) Yoga practice improves health.

*Effects of Hatha Yoga Practice on the Health-Related Aspects of
Physical Fitness, Preventive Cardiology (2007).*



Yoga decreases systolic and diastolic blood pressures.

Effects of Individual and Group Relaxation Therapy on Blood Pressure in Essential Hypertensives, Research in Nursing & Health (2007).



Yoga improves:

- Memory
- Mental balance
- Attention and concentration
- Recall

*Effect of Yoga on Cognitive Functions, 115 BJOG 8
(2008).*



Improving employee strength via Yoga reduces injuries.

Back Safety for Long Term Care Employees, Boldt Management Solutions (2008).



Aerobic exercise reduced employees' anxiety from just one exercise session.

Effects of Aerobic and Non-Aerobic Exercise on Anxiety, Absenteeism, and Job satisfaction, Journal of Clinical Psychology (2006).



Yoga improves work performance by relieving tension and job stress.

Yoga for Stress Reduction and Injury Prevention at Work, 19 Work: A Journal of Prevention, Assessment and Rehabilitation 1 (2002).



Return on Investment



Return on Investment

Cumulative Statistics



Return on Investment: Cumulative Statistics

28.3% reduction in sick
leave

Health Promotion Practitioner Magazine (2007).



Return on Investment: Cumulative Statistics

5.6-to-1 ROI, including:

- Reduced turnover
- Reduced absenteeism
- Increased productivity
- Increased efficiency

Health Promotion Practitioner Magazine (2007).



Return on Investment: Cumulative Statistics

26.1% reduction in medical costs

30% reduction in:

- Medical claims
- Workers' comp claims

Health Promotion Practitioner Magazine (2007).



Return on Investment

Case Studies



Return on Investment: Case Studies

Highmark, Inc.

Health insurer with 12,000 employees

Highmark spent \$800,000 over 5 years on wellness program

1,900 employees participated

Medical claims for participants were \$176 lower than for non-participants

Company saved \$1.3 million in medical claims

ROI: \$1 invested in wellness program yielded \$1.65 in medical savings alone

Does not include savings attributable to productivity gain

Finding Wellness's Return on Investment, HR Magazine (2008)



Return on Investment: Case Studies

Johnson & Johnson

Invested \$30 million in health-and-wellness program

Employee Incentive to Participate: J&J reduced health care premium contributions by \$500 per employee

94% employee participation rate

High Cholesterol Employees: Decreased from 66.2% to 43.2%

Poor Exercise Habits: Decreased from 45.8% to 35.1%

Cigarette Smoking: Decreased from 32.7% to 23.9%

Annual Medical Savings: \$225 per employee, for annual total of \$8.5 million

Does not include savings attributable to productivity gain

Wellness Programs Generate Return on Investment, The Business Journal (2006).



Return on Investment

Yoga



Return on Investment: Yoga

Summary of Scientific Studies:

- General health improvement
- Decreased blood pressure
- Improved memory, mental balance, attention and concentration, recall, verbal retention and recognition
- Injury reduction
- Reduced stress and anxiety



Return on Investment: Yoga

Anecdotal Employee Observations:

- Higher energy levels, fewer sick days, greater attentiveness to work, and higher morale.

Take the Stairs, Utah Business (2008).

- Greater calmness, increased focus and alertness, and fewer in-house conflicts.

The Business Benefits of Yoga, Workforce (2001).

- Stress reduction and better decision-making.

Incorporating Yoga, Yoga Journal (2007).



Return on Investment: Yoga

Expected Financial ROI

\$200 average annual medical savings per employee

– PLUS –

5.6 ROI due to reduced turnover and absenteeism and increased productivity and efficiency



Return on Investment: Yoga

Expected Environmental ROI

- Higher Morale
- Fewer Conflicts
- Lower Stress



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Thank You!



