

Metabolic Health Summer Series

Beyond the Drugs: Human-Centered
Strategy that Supports the Metabolic
Health of Your People

September 13, 2023

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Today's Presenters & Agenda

OPENING REMARKS



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KEYNOTE SPEAKER



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Wellness Consultant

EMPLOYER PERSPECTIVE



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01

Opening Remarks

Previously on the Metabolic Health Webinar Series...

Metabolic health is a spectrum.



Recent GLP-1 weight loss drugs have a **promising impact** on weight loss and metabolic health...

BUT

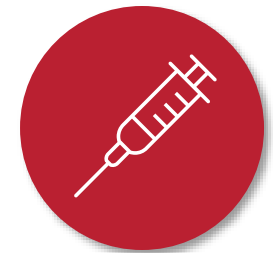
...they're **expensive** for employers to cover.



Plan design changes, such as prior authorizations related to Body Mass Index (BMI) and concurrent enrollment in lifestyle management programs, can help...

BUT

...employers and employees should **not solely be relying on prescriptions** to help impact metabolic health in the long run.



What Are We Trying to Accomplish?

Help employees practice sustainable, healthy behaviors that help reduce their risk of (and better control) metabolic health conditions.



But how do we help our employees do this?

What is the role of the employer, aside from covering the cost of medications?

02

Designing a Human-Centered Strategy

Objectives

Identify lifestyle factors that can impact metabolic health



Outline recommendations for diet, physical activity, sleep and mental health to help maximize metabolic health



Discuss ways that employers can support the lifestyles and behaviors of their employees to boost the holistic metabolic health of their employees



HEART DISEASE

CANCER

CHRONIC LUNG DISEASE

STROKE

ALZHEIMER'S DISEASE

DIABETES

CHRONIC KIDNEY DISEASE



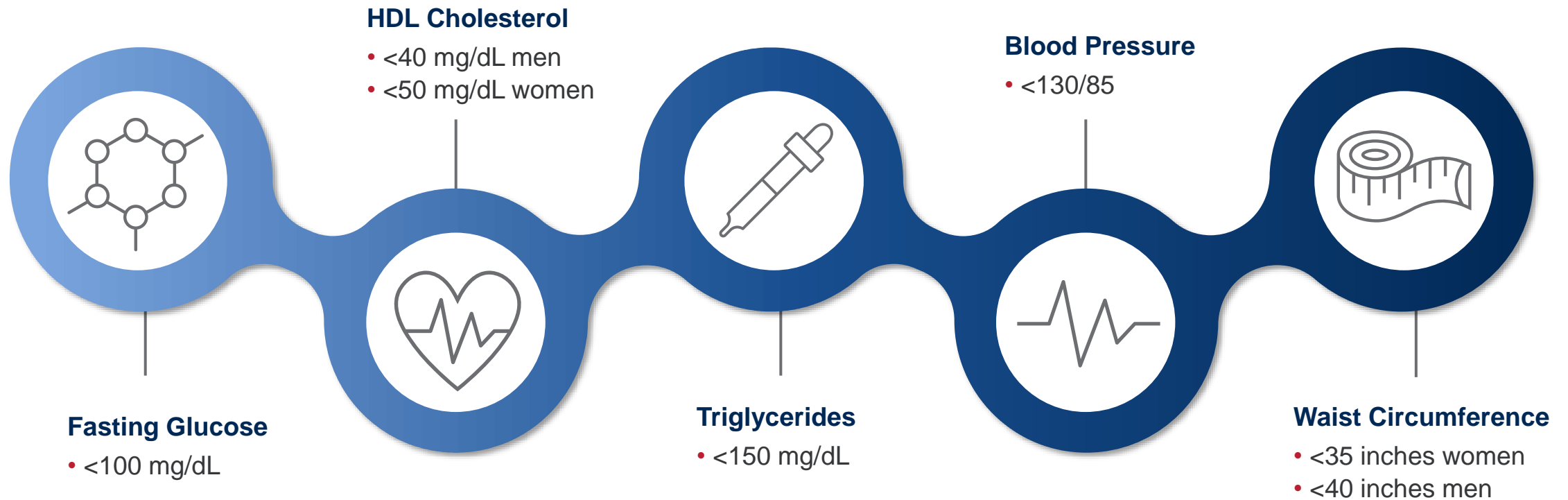
Chronic Disease Accounts for **86%** of Healthcare Costs¹

Obesity is a chronic disease.

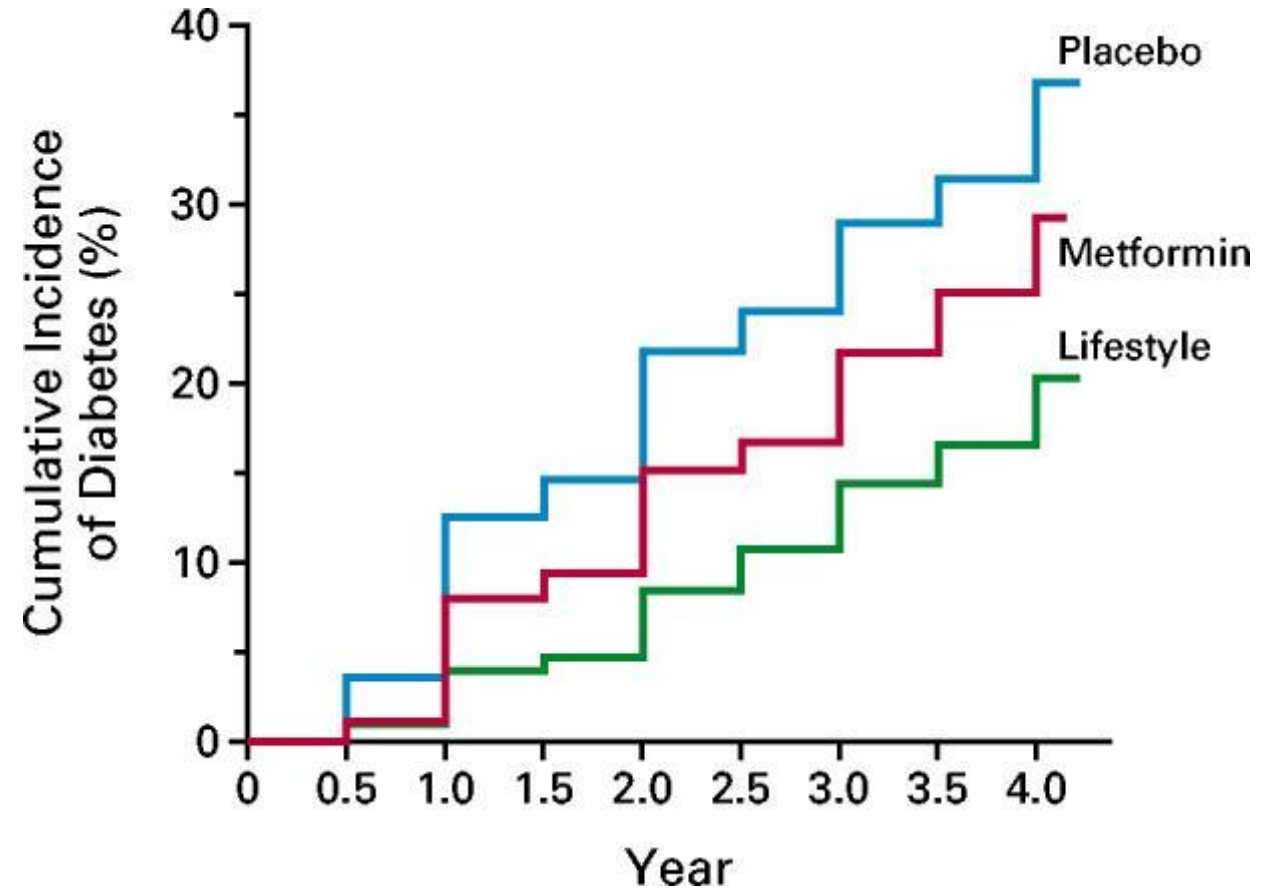
Obesity is also a risk factor for other chronic diseases.

1. Holman HR. The Relation of the Chronic Disease Epidemic to the Health Care Crisis. *ACR Open Rheumatol.* 2020 Mar;2(3):167-173. doi: 10.1002/acr2.11114. Epub 2020 Feb 19. PMID: 32073759; PMCID: PMC7077778.

Measures of Metabolic Health



Can Lifestyle Make a Difference?



1. Knowler WC, Barrett-Connor E, Fowler SE, Hamman RF, Lachin JM, Walker EA, Nathan DM; Diabetes Prevention Program Research Group. Reduction in the incidence of type 2 diabetes with lifestyle intervention or metformin. *N Engl J Med.* 2002 Feb 7;346(6):393-403. doi: 10.1056/NEJMoa012512. PMID: 11832527; PMCID: PMC1370926.

Foundation for Lifestyle Therapy



Healthy
Food Plan

A circular inset image showing a variety of fresh vegetables including broccoli, tomatoes, avocados, and leafy greens, arranged on a light-colored surface.



Physical
Activity

A circular inset image showing a person's legs and feet as they tie their pink and white sneakers on a paved surface.



Mental
Health

A circular inset image showing two people sitting on a dark couch, engaged in conversation. One person is wearing a white shirt and the other is wearing blue pants.

What's a Healthy Food Plan?

Low-Fat	<ul style="list-style-type: none"> • Reduced Risk of Diabetes 	<ul style="list-style-type: none"> • Weight Loss
Very Low-Fat	<ul style="list-style-type: none"> • Weight Loss 	<ul style="list-style-type: none"> • Lowered Blood Pressure
Mediterranean	<ul style="list-style-type: none"> • Reduced Risk of Diabetes 	<ul style="list-style-type: none"> • A1c Reduction • Lower Triglycerides • Reduced Risk of Major Cardiovascular Events
Vegetarian/Vegan	<ul style="list-style-type: none"> • Reduced Risk of Diabetes 	<ul style="list-style-type: none"> • A1c Reduction • Weight Loss • Lower LDL-C & non-HDL-C
Low-Carb, Very Low-Carb	<ul style="list-style-type: none"> • A1c Reduction 	<ul style="list-style-type: none"> • Weight Loss • Lowered Blood Pressure • Increased HDL-C & Lowered Triglycerides
DASH	<ul style="list-style-type: none"> • Reduced Risk of Diabetes 	<ul style="list-style-type: none"> • Weight Loss • Lowered Blood Pressure
Paleo	<ul style="list-style-type: none"> • Mixed Results 	<ul style="list-style-type: none"> • Inconclusive Evidence

*Diabetes Care 2019;42(5):731-754
<https://doi.org/10.2337/dci9-0014>*

**Source: RCTs, meta-analyses, observational studies, nonrandomized single-arm studies, cohort studies, USDA, U.S. Department of Agriculture.*



Eating Patterns

- Mediterranean
- Vegetarian or Vegan
- Low-Fat
- Low- & Very Low- Carbohydrate
- DASH
- Paleo

Macronutrient Manipulation

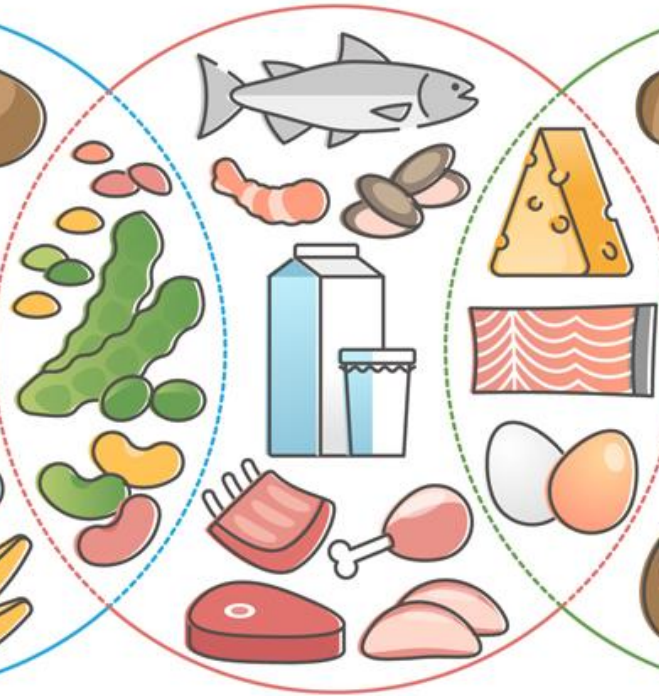
Carbs

35-65%



Protein

10-35%



Fats

10-40%



Most food plans focus on the manipulation of macronutrients.

What Do the Eating Patterns Have in Common?

	USDA	Mediterranean	Vegetarian	Vegan	Low-Fat	Very Low-Fat	Low-Carb	Very Low-Carb	DASH	Keto/Paleo
Dairy	✓	✓	✓		✓	✓	Cheese	Cheese	✓	
Fruit	✓	✓	✓	✓	✓	✓	Berries	Berries	✓	Berries
Vegetables	✓	✓	✓	✓	✓	✓	Leafy Green	Leafy Green	✓	✓
Beans, Peas & Lentils		✓	✓	✓	✓	✓				
Animal Protein Foods	✓	Fish	Eggs		✓	✓	✓	✓	Fish, Lean meat	Fish, Lean meat
Fat & Oils	✓	✓	✓	Some	✓	✓	✓	✓	Nuts, Oils	Avoid refined fats
Nuts & Seeds		Some	✓	✓	Some	Some	✓	✓	✓	✓
Grains	✓	✓	✓	✓	✓	✓			✓	

Diabetes Care 1 May 2019; 42 (5): 731-754.
<https://doi.org/10.2337/dci19-0014>

Healthy Food Plan

Encourage

- Consumption of vegetables, leafy greens, fruits, berries, whole grains, nuts, legumes, fish
- Complex carbohydrates over simple sugars
- High-fiber foods over low-fiber foods
- Reading labels rather than marketing claims

Limit

- Highly processed foods of minimum nutritional value: refined starches such as cakes, cookies, sweets, candy, pies, chips
- Energy-dense beverages: sugar-sweetened beverages, juice, cream

Managing the quality of calories is important when reducing the quantity of calories, such as during weight loss.

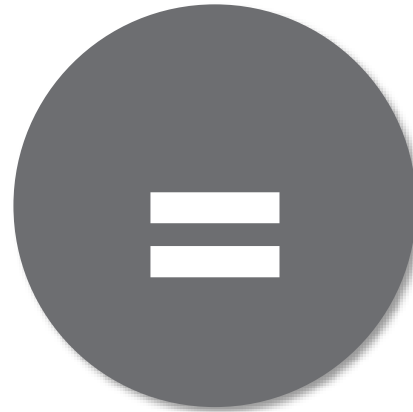


High Calorie-Dense Processed Foods Are a Concern

1 Cup



HIGH CALORIE-DENSE FOOD



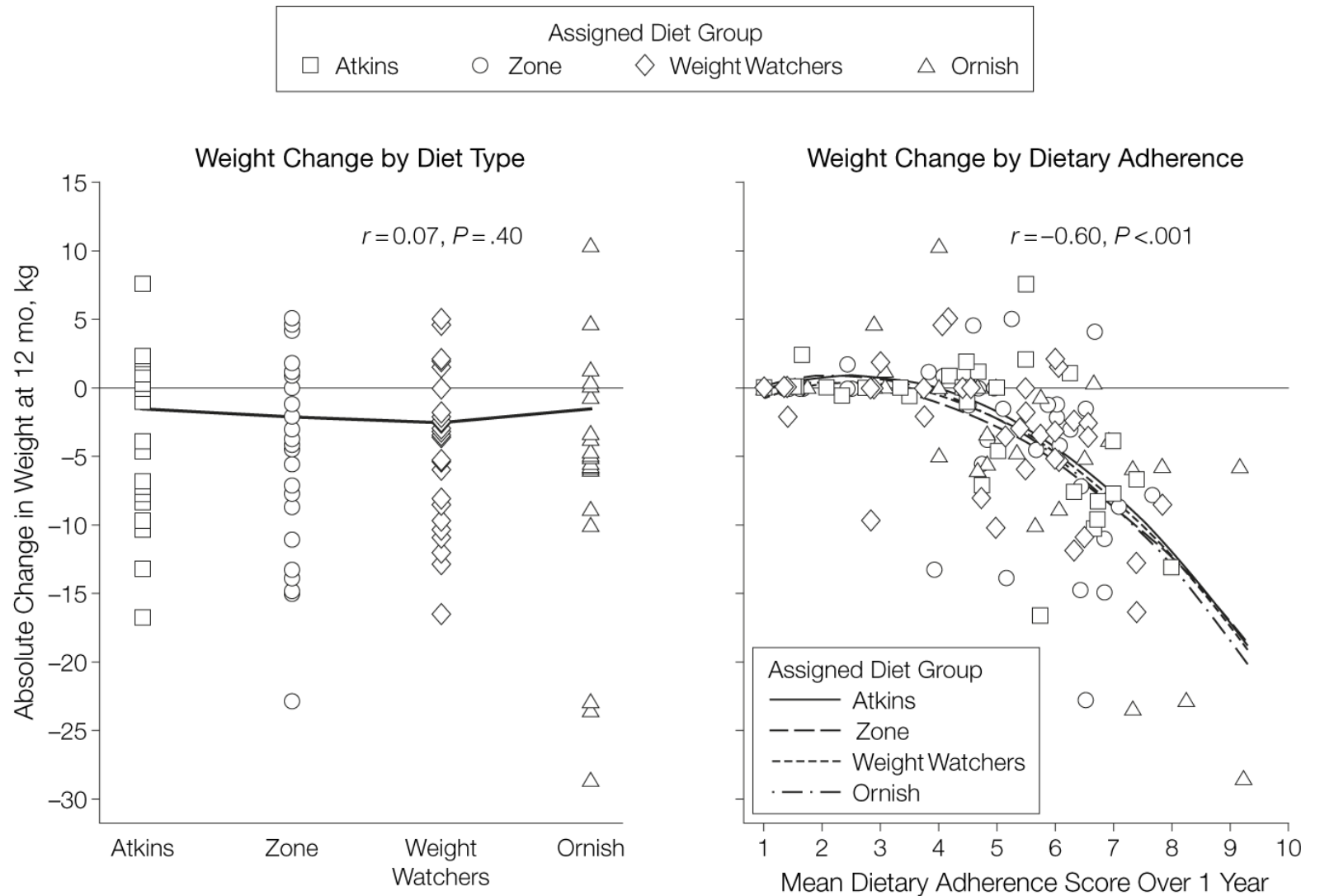
6 Bananas



LOW CALORIE-DENSE FOOD

What's the Best Dietary Plan?

One that is sustainable!



1. Dansinger ML, Gleason JA, Griffith JL, Selker HP, Schaefer EJ. Comparison of the Atkins, Ornish, Weight Watchers, and Zone diets for weight loss and heart disease risk reduction: a randomized trial. *JAMA*. 2005 Jan 5;293(1):43-53. doi: 10.1001/jama.293.1.43.

Mediterranean Diet Pyramid

Requires kcal restriction for weight loss

Higher

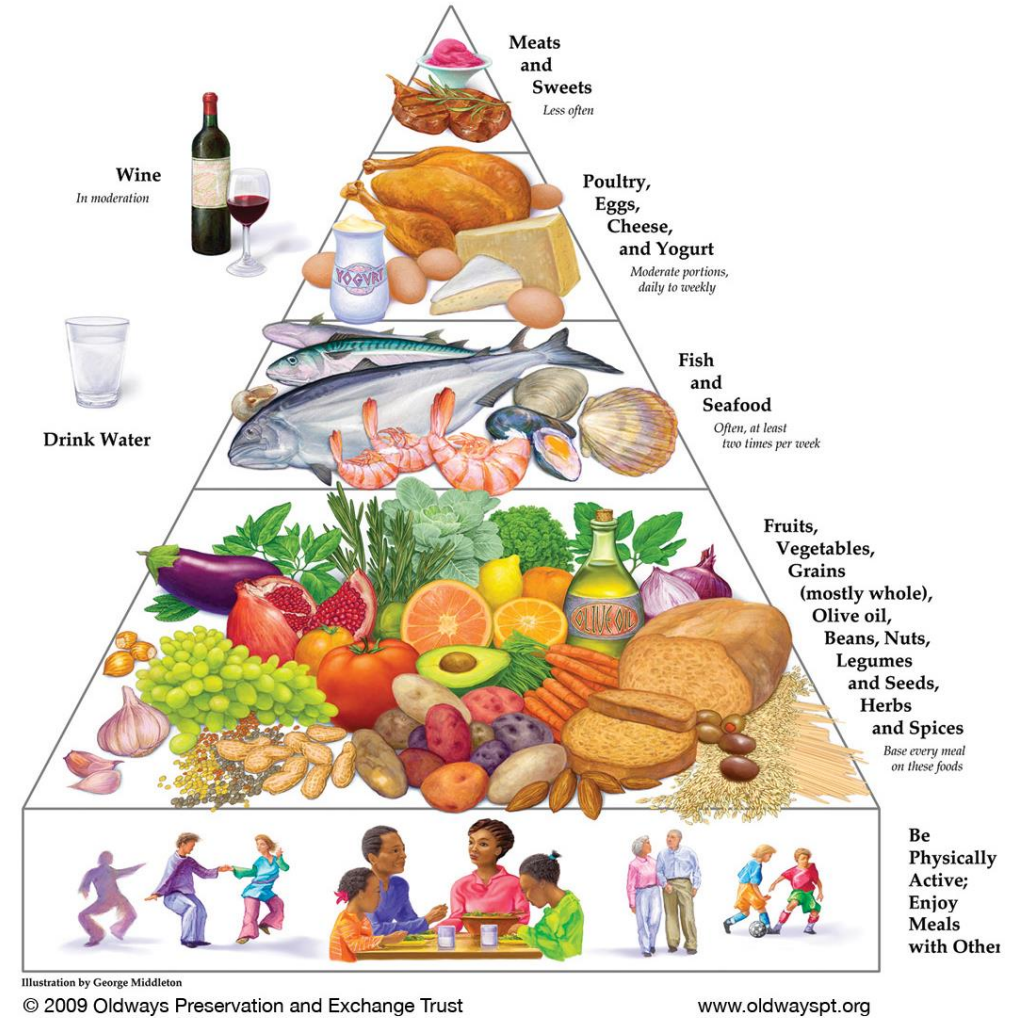
- Mono-unsaturated fats (olive oil, nuts)
- Plant-based foods (fruits, vegetables, legumes, whole grains)
- Fish

Moderate

- Milk and dairy
- Red wine

Lower

- Meat/meat products



Associated with low mortality from cardiovascular disease in the Mediterranean Region.

Dietary Approaches to Help Stop Hypertension (DASH Diet) Pyramid

More of These

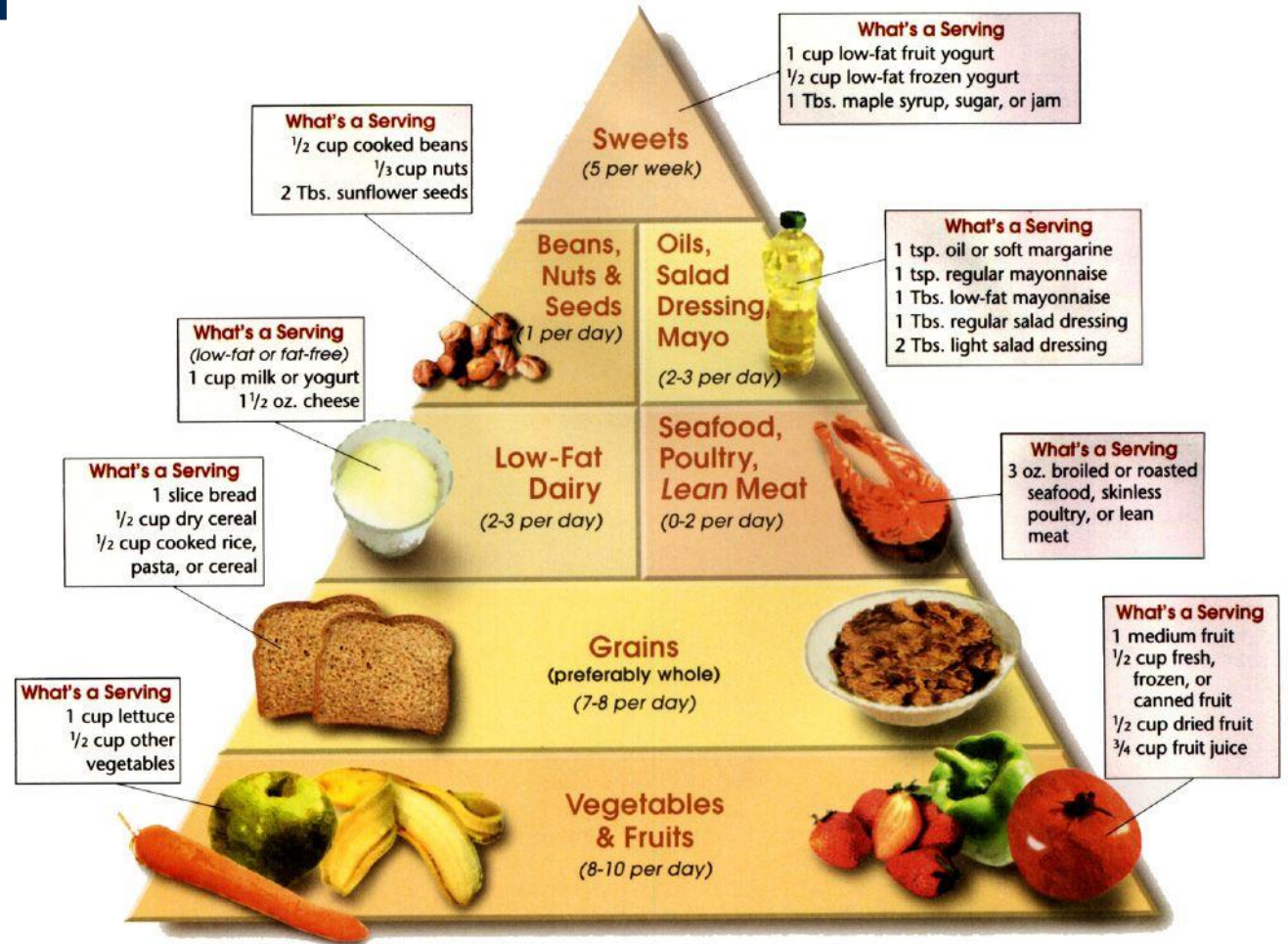
- Vegetables
- Fruits
- Whole grains

Some of These

- Low-fat dairy foods
- Lean meats, poultry, fish and legumes

Less of These

- Nuts and seeds
- Fats and oil
- Sweets and add sugars



Note: Choose lower-salt foods from all categories.

Source: <https://www.nhlbi.nih.gov/education/dash-eating-plan>

How Can the Employer Create an Environment for Healthy Food Choices?



Choose vendors who provide healthier meals and beverages.



Make healthier choices available: water Wednesdays, fresh fruit Fridays, etc.



Avoid scheduling meetings at lunch time.



Offer discounted rates for community supported agriculture (CSA) boxes, meal prep programs (hello fresh, etc.).



Limit the time food is available in break rooms.



Emphasize the importance of taking meals and breaks away from the desk or workstation.



Recognize birthdays or special occasions with non-food rewards: flowers, gift cards, etc.



Lead by example - be a role model!

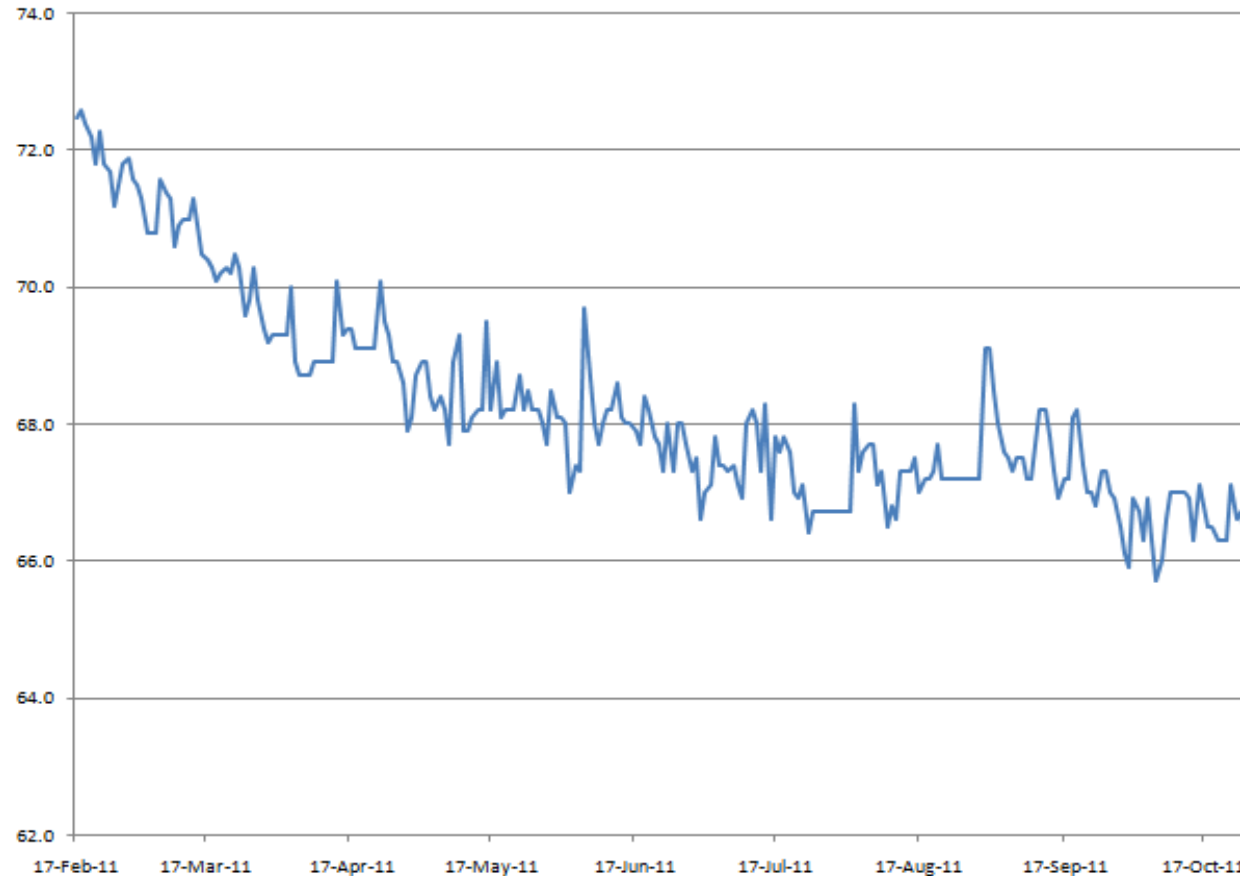
[AMERICAN HEART ASSOCIATION HEALTH FOOD & BEVERAGE TOOLKIT](#) →



What Is Weight Lifestyle Management?

- Addresses an individual's weight benchmarks **in relation to impact on health and/or quality of life**
- Is not a certain weight on a chart
- Includes food and physical activity behaviors
- But not limited to food and physical activity
- Engage in shared-decision making with the member

What Lifestyle Differences Are Needed to Keep Excess Weight Off?



NATIONAL WEIGHT CONTROL REGISTRY



Maintain a low-calorie, lower fat diet

- ~1,800 calories, <30% total kcals from fat
- Eat breakfast every day
- Count calories or fat grams
- Limit meals away from home
 - (<3x/week, fast food <1x/week)
- Eat similar food regularly
- Limit splurging



High levels of activity

- Exercise about 1 hour per day
- Watch less than 10 hours of TV per week

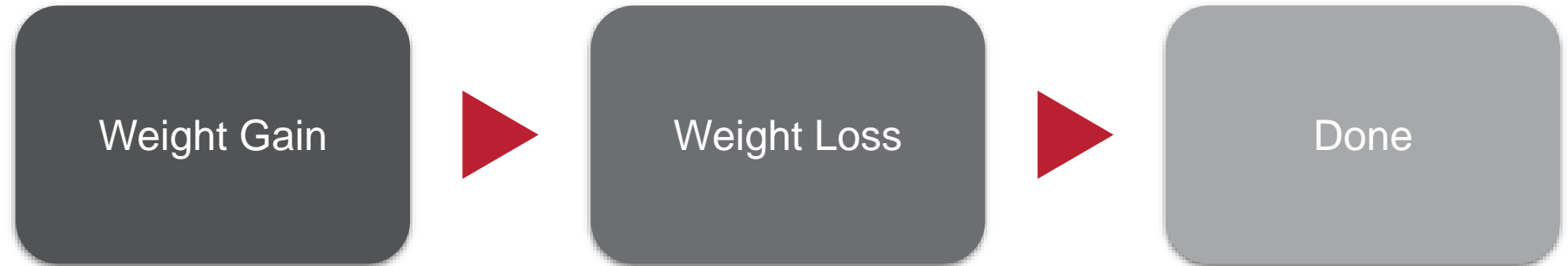


Self-monitoring

- Weigh at least once a week
- Track food intake

Obesity As a Chronic Disease

OLD
PARADIGM



CHANGE
THE
NARRATIVE



Physical Activity Guidelines for Americans

- Move more and sit less throughout the day
 - Some physical activity (PA) is better than none
- **For health benefits:** Do at least 150 to 300 minutes a week of moderate-intensity, or 75 to 150 minutes a week of vigorous-intensity aerobic PA
- **For weight and other health benefits:** Do more than 300 minutes
- Aerobic activity should be spread throughout the week
- Do muscle-strengthening activities of moderate or greater intensity; involve all major muscle groups on two or more days a week



Source: Office of Disease Prevention and Health Promotion
<https://health.gov/moveyourway>



Role of Physical Activity

- Impact on metabolism dependent on type, intensity and volume of physical activity.
- Long-term exercise training:
 - Increases fat free mass
 - Reduces fat mass
 - Improves metabolic function
 - Improves insulin sensitivity
 - Controls low-grade systemic inflammation
- Exercise (by itself) rarely leads to weight loss.
 - Would you walk 2-3 miles for a Snickers bar?
- Exercise is key for health management and weight maintenance.

How Can the Employer Create an Environment for Healthy Movement?



Emphasize the value of taking breaks and getting away from the desk or workstation



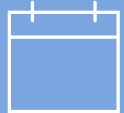
Offer free or discounted registration fees for local charity walks



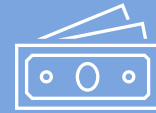
Offer onsite yoga, HIIT, dance, etc. classes



Provide opportunities for all ability levels: Chair dancing, stretching, desk exercises, etc.



Provide informal opportunities for activity: Walk the Monday Mile, map distances around the worksite



Offer or subsidize fitness trackers, smart watches and other health devices



Include body composition measurements to emphasize the importance of activity to maintain muscle mass



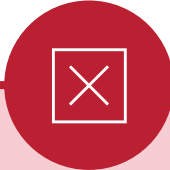
Lead by example - be a role model!

Mental Health



IS...

- A part of everyone
- Something to look after
- Real and complex
- Really important
- Something you can change



ISN'T...

- A sign of weakness
- All in your head
- Something you can just snap out of
- Always a negative thing
- Something to be ashamed of



How Can the Employer Support a Healthy Work-Life Balance?



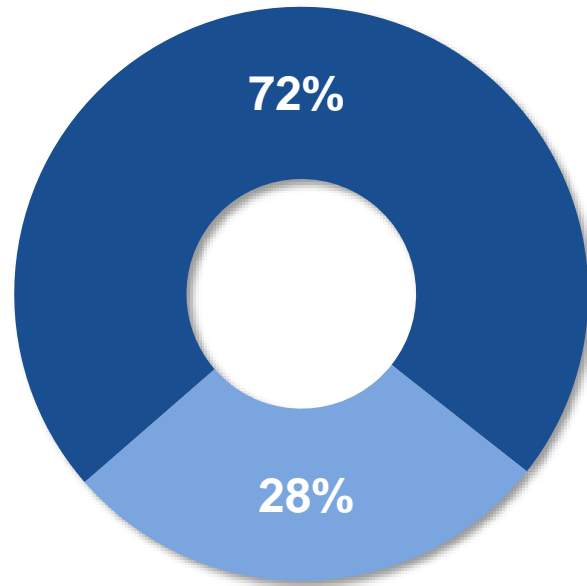
Contributors to Metabolic Health



03

Employer Considerations

What Can Employers Do?



- Behavior explained by environment
- Behavior explained by intention

Shape an environment that's conducive to healthy habits

Teach skills to facilitate healthy habits

Motivate employees to be healthier

Provide education and professional support

The healthy choice needs to be...

- ✓ Easy
- ✓ Attractive
- ✓ Social
- ✓ Timely

1. Jason Martuscello, Catalyst Behavioral Sciences, Wellbeing by Design Presentation at 5th Annual Worksite Wellness Council of MA Conference, September 20, 2016.
2. Service O, Hallsworth M, Halpern D, Algate F, Gallagher R, Nguyen S, et al. EAST Four simple ways to apply behavioral insight. The Behavioral Insights Team, 2013

How Do Employers Help Shape a Healthy Environment?



ONSITE WORKPLACE

- Offer healthy snacks and lunches onsite
- Subsidize healthy food onsite
- Designate walking paths
- Offer onsite movement classes and spaces
- Allow for (and encourage) movement throughout the day
- Offer flexible work schedules to allow for exercise before/after standard work hours



HOME WORKPLACE

- Offset the cost of building a healthy environment by offering spending accounts for:
 - Healthy food purchases (e.g., meal prep kits, community supported agriculture boxes, farmers markets)
 - Movement opportunities (e.g., fitness classes and subscriptions, home fitness equipment)
- Offer flexible work schedule to allow for exercise before/after standard work hours

Actionable Take-Aways

- Behavior explained by environment
- Behavior explained by intention

What Employers Can Do:

Work with your Population Health & Well-Being Consultant to:

Shape an environment that is conducive to healthy habits



- Assess your current snack and lunch options and identify opportunities for improvement/change
- Discuss/evaluate how Lifestyle Spending Accounts can play a role in your benefits ecosystem

Teach skills to facilitate healthy habits



- Assess existing vendors and providers abilities to offer onsite and/or virtual cooking classes

Provide education and professional support



- Evaluate weight loss or diabetes prevention programs (e.g., Omada, Livongo, Vida Health)







Motivate employees to be healthier



- If a diabetes prevention program is currently in your ecosystem, assess the feasibility of adding an incentive for completion of the program

How We Can Help

The Brown & Brown Population Health & Well-Being team takes a proactive and comprehensive approach to help prevent metabolic conditions from developing and helping those with existing conditions to manage their health.

-  Pharmacy consultation, formulary evaluation of medication coverages and review of appropriate utilization management and prior authorization.
-  Evaluation of population health profile, social determinants of health, disparities and metabolic conditions.
-  Organizational policies and benefit plan design recommendations.
-  Vendor and partner evaluation and selection for metabolic from Brown & Brown Metabolic Vendor Collective.
-  Innovation Hub knowledge base of leading-edge solutions.
-  Centers of Excellence evaluation for selection of best-practice and evidence-based obesity treatment and bariatric procedures.



Healthcare costs for those with metabolic syndrome are on average **160% higher** than those without.¹

In 2022, Diabetes remained the **fourth leading condition** driving employers' healthcare cost.²

Obese injured persons' worker's compensation claims are **30 to 60 times more expensive** than non-obese counterparts.³

1. Boudreau DM, Malone DC, Raebel MA, Fishman PA, Nichols GA, Feldstein AC, Boscoe AN, Ben-Joseph RH, Magid DJ, Okamoto LJ. Health care utilization and costs by metabolic syndrome risk factors. *Metab Syndr Relat Disord.* 2009 Aug;7(4):305-14. doi: 10.1089/met.2008.0070. PMID: 19558267.
2. Business Group on Health (2023). *Large Employers' Health Care Strategy and Plan Design Survey- Chart Pack.* (August 2023), 75.
3. NCCI Holdings, Inc., Shuford, H., & Restrepo, T. (2010, December). *How Obesity Increases the Risk of Disabling Workplace Injuries.* Retrieved from https://www.ncci.com/Articles/Pages/II_obesity_research_brief.pdf

Thank You

KEYNOTE SPEAKER



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EMPLOYER PERSPECTIVE



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*Managing Consultant,
Brown & Brown*



How Brown & Brown Can Help

Connect with your local Brown & Brown representative or visit us on the web to learn more about our population health and employee benefits services.

VISIT [BBROWN.COM/CONTACT](https://www.bbrown.com/contact) →



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