**The Sophus Way**

***The nuts and bolts of getting started are anything but mechanical.***

**1. Assemble the team.**

We get your people involved right from the start, which is key to giving your operation true

ownership. Your employees are represented by a team of peers who quickly become the experts in how health plans work, understanding finance and claims information. The team members are the champions of the health program and are advisors in its success for everyone in the program.

**2. One-day team retreat.**

Our very first meeting with the team is a one-day retreat during which we cook, take the

reflective survey and explore the member web site. We engage in experiential learning that includes shopping for nutritious food and preparing lunch, looking into leading issues on people’s minds. It’s a team building day unlike anything offered by any other health plan and it lays the groundwork for the year and the work that lies ahead.

**3. Teamwork on results.**

We come to our next team meeting ready to review our reflective answers and begin the

work/play necessary to bring about a shift in thinking. This hastens the process of gaining a deeper understanding of our lives and of well being in the workplace.

**4. Gather information and look at data.**

Your employees will have completed various surveys and other informational tools and now

the team begins to draw conclusions about the well being of folks in your organization. When the program is started, Sophus Health will be looking at your employees’ claims data to ana- lyze its meaning.

**5. Develop lifestyle programs.**

Individual and organizational lifestyle programs are developed and monitored, each

informed by the findings from the data and by our knowledge of organizational culture. There’s also an option to do genomics testing that provides more specific information to better target lifestyle and health programs.

**6. Coaching, retreats and more.**

We provide coaching in specific areas to assist folks with living a life of balance and

personal success. Sophus Health offers retreats specifically designed to help your people learn new ways of dealing with personal concerns. The intent is that participants will bring these new ways back to home and to work. Our care and coaching is ongoing.

Sophus Health can bring in many other well being tools. For example, we can establish an on-site 5 Aspects Health Center at your location. Also, there are ongoing classes dealing with everything from mindfulness to eating for life. Bottom line, Sophus Health creates a healthy environment built around a life of care. We will be with you through it all.

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