



The Standard, Osseo Area Schools Share Details of Successful Absence and Disability Management Program

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Case study to be presented at upcoming IBI/NBCH Health and Productivity Forum

PORTLAND, Ore.--(BUSINESS WIRE)-- At the 2012 Integrated Benefits Institute & National Business Coalition on Health (IBI/NBCH) Health and Productivity Forum, Michael Klachefsky, national practice leader, Workplace PossibilitiesSM for [Standard Insurance Company](#) ("The Standard"), and Dan McLaughlin, risk management specialist for Osseo Area Schools (Maple Grove, Minn.), will demonstrate how integrating absence and disability management helped to reduce the impact of short-term absences and disabilities on the Osseo Area Schools.

During the session, Klachefsky and McLaughlin will explore:

- Why employers must consider both the direct and indirect costs of employee absences
- The quantifiable metrics used to measure the effectiveness of an absence and disability management program
- The significance of an on-site disability management expert's role
- Specific stay-at-work solutions and results experienced by Osseo Area Schools

The session, titled "Workplace Possibilities: A dedicated, on-site consultant reduces absence and disability," will take place Tuesday, Feb. 14, 2012, from 11 a.m. to noon PST at The Fairmont Hotel in San Francisco.

"We've seen firsthand how our strong partnership with The Standard has helped to reduce absence and disability in our schools," McLaughlin explained. "Thanks to the Workplace Possibilities on-site consultants, we've been able to provide our teachers and staff with ergonomic solutions that allow them to safely overcome physical challenges that might otherwise result in disability absences."

In 2011, Workplace Possibilities saved employers participating in the program close to \$4.7 million by reducing short-term employee absences by an average of 39 days (The Standard internal data, 2011).

"Workplace Possibilities is a truly unique approach to managing employee absence and disability because of our use of on-site disability management consultants," Klachefsky said. "The consultant acts as a quarterback, identifying opportunities to keep at-risk employees on the

job or get them back to work sooner. The success we have had with Osseo Area Schools is a great example of how this program can flourish in an organization.”

At the presentation, Klachefsky also will share a white paper he recently authored, *The Future of Absence and Disability Management*, which discusses three major employee absence and productivity challenges faced by employers, and how employees can solve these issues by integrating three key practices. To download the white paper or to learn more about The Standard’s Workplace Possibilities program, visit workplacepossibilities.com/resources-white-papers/.

About the Workplace Possibilities program

The Workplace PossibilitiesSM program is a unique, proactive approach to helping employers prevent and manage employee absence and disability. A Workplace Possibilities consultant helps to connect employees with their health management programs and identifies opportunities to keep at-risk employees on the job or return to work faster. The program delivers rapid and measurable reductions in absence- and disability-related costs while also improving the efficiency of the HR team and increasing employee satisfaction. For tips and tools HR professionals can use to help re-imagine the way they manage absence and disability, visit www.workplacepossibilities.com.

About The Standard

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