Research in the Corporate Setting – Partnering and Navigating the Different Worlds

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Session Objectives

• Introduce Sodexo-Harvard Chan Center research partnership
• Share collaboration steps
• Discuss how collaboration can enhance shared goals related to worker safety, well-being, and engagement
Research Overview

- Collaboration between Sodexo, LLC and the Harvard Chan Center for Work, Health and Wellbeing

- 4-year R01 funded by NIOSH

- Goal: To test the impact on worker safety and health of changes in organizational policies, programs and practices in Sodexo food service settings
Aims

• **Aim 1**: Identify factors in the work organization associated with musculoskeletal disorders (MSD), well-being, work engagement, and retention

• **Aim 2**: Determine the feasibility and efficacy of an integrated TWH intervention designed to improve the work organization and environment
Research Overview

• Proof-of Concept (PoC) trial

• Sample – 14 Sodexo food service worksites
  – Corporate sector in greater Boston
  – Non-unionized setting

• Currently developing a 14-month multi-level intervention

• Results will inform a full-scale randomized control trial
## Building a collaboration: A little history

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<tr>
<th>PHASE</th>
<th>ACTION STEP</th>
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<tbody>
<tr>
<td>Start small</td>
<td>- Sodexo promotes Center’s Implementation manual</td>
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<tr>
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<td>- Sodexo showcases Center work in publications</td>
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<tr>
<td>Build trust</td>
<td>- Group discussions with workers</td>
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<tr>
<td>Expand priorities</td>
<td>- Center pilot study in 2 Sodexo sites</td>
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<td>- Collaboratively wrote R01 study</td>
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Participation of Sodexo front-line workers

Throughout the research process…

BEFORE

• Discussions with workers to inform research questions

DURING

• Focus groups to identify relevant working conditions and implications for interventions
• Participatory intervention being planned

AFTER

• Input on what worked, did not work and can be improved at end of intervention
## Value Added

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| - Corporate partner willing to make organizational changes and test their impact  
- Opportunity for co-development of an intervention  
- Shared commitment to improve worker safety, wellbeing and engagement | - Development of an evidence-based intervention for scale-up  
- Priority for practical application  
- Sustainability and future application of resulting intervention  
- Alignment with Corporate Strategy |
Partners’ Goals are Aligned

R01 Aims
- Well-being
- Safety
- Health

Sodexo Goals
- Engagement
- Retention
- Health & safety

Shared Goals
- Well-being
- Safety
- Health
Conclusions

• Importance of a practical application of intervention findings
• Value added to both partners
• Building trust over time
• Tested intervention in an applied setting
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• Jennifer Madden, PhD – President, Leverage Point Development
Thank you!

Our Shared Goal

Protect and promote worker safety, health, and well-being

http://centerforworkhealth.sph.harvard.edu/

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