



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

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May 10, 2018





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



The Signpost



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

PHASE	ACTION STEP
Start small	<ul style="list-style-type: none">- Sodexo promotes Center's Implementation manual
Build trust	<ul style="list-style-type: none">- Sodexo showcases Center work in publications- Group discussions with workers- Center pilot study in 2 Sodexo sites
Expand priorities	<ul style="list-style-type: none">- Collaboratively wrote R01 study



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

CENTER

- 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

SODEXO

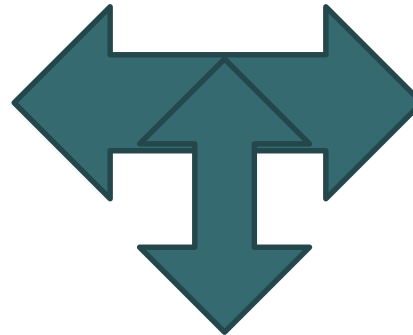
- Development of an evidence-based intervention for scale-up
- Priority for practical application
- Sustainability and future application of resulting intervention
- Alignment with Corporate Strategy



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





Acknowledgements

Harvard Center

- Lisa Burke, M.S.Ed.
- Melissa Karapanos, RD, MPH
- Susan Peters, PhD, BOccThy(Hons)
- Glorian Sorensen, PhD, MPH
- Lorraine Wallace, MPH

Sodexo, LLC

- Colleen Conklin, MSPH – Research Director, North America, Sodexo LLC
- 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/>

A Total Worker Health® Center of Excellence

Funded in part by grant 5R01OH010811-02 (PI: G. Sorensen)
from the CDC/NIOSH



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