



HPI ADVISORS

HEALTH AND PERFORMANCE IMPROVEMENT

Les C. Meyer, MBA
HPI Advisors, LLC
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Les C. Meyer, MBA, is principal and co-founder of HPI Advisors, LLC, a Colorado-based, national resource and think tank of 50+ work life health and performance improvement continuous value enhancement (HPE/CVE) experts. The company's purpose is to work with highly motivated organizations to help them achieve the highest levels of performance which is exemplary and sustainable.

Les has been a health care strategist, knowledge broker, change agent and business connector for nearly three decades. His employer-centric focus is on driving the improvement of employee health achievement by advancing the quality and value of health care – and creating answers to the upward spiral of out-of-control health care costs and the downward spiral of the overall health of our nation's people.

HPI/CVE seeks to improve the quality, safety, efficiency and transparency of health care delivery in the context of a purchasing environment which incentivizes work-life health achievement by way of continuous value enhancement. The HPI/CVE model focuses on the health and per capita cost of a defined population, and patient satisfaction initiatives through which consumers define their own needs and concerns. The company creates community-based, collaborative HPI/CVE projects with employers, business groups, providers, government entities, health plans, stakeholders and consumers worldwide.

Les's work is geared toward helping small, midsized and large employers promote the notion that keeping people healthy is a good business strategy. He consults with companies in developing strategy, strategic alliances and business models for prevention-centered, lifelong health and lifestyle improvement programs and employer-based HPI initiatives in communities nationwide. Les's vision is built around value-based health plan designs that pinpoint healthy living and working strategies – and designates employee health achievement and health improvement best practices to achieve better health outcomes and business performance results.

Working with small, midsized and large employers, private sector and publicly held firms and government and trade associations, Les has conceived, built and implemented programs spanning from hospital operations systems to centers of excellence development to value-based health innovation projects, provider-led, regional collaborative care and health improvement initiatives with the nation's leading health plans to employer-based, employee health achievement and health improvement services.

Les has worked and consulted as an executive for some of the leading health care services companies in America. In 1988, he founded the nation's first asthma and COPD disease management program for employers and health plans at the National Jewish Medical and Research Center in Denver, Colorado. In 1995, Les helped founder Steve Schelhammer establish a business plan for one of the country's major health management company's, Accordant Health Services. In 1997, Les was appointed as a board member of the Disease Management Association of America (DMAA) – The Care Continuum Alliance.

In 2002, Les co-founded the *National Advanced Care Management Task Force* with CoverColorado and a cadre of six high risk pool members of the National Association of State Comprehensive Health Insurance Plans (NASCHIP). Les advanced the independent high risk pool consortium for three years in tandem with two national employee health achievement and behavioral health optimization vendors and helped create and launch next generation care management tools, techniques and best practices with a focus on integrated care improvement, depression condition management and behavioral health systems integration for each individual state's high-risk health insurance plan.

Recognizing that true change in health care delivery is rooted at the employer level, in 2004 Les spearheaded, and was appointed chairman of, IHPM's Health Management Strategic Advisory Council - Employer Leadership Group (HMSAC/ ELG). The HMSAC/ELG is a cadre of forward-thinking employers brought together to identify critical workforce health issues and solutions involving value-based benefits design, employee health achievement and business performance improvement processes. He additionally created, produced and directed HMSAC/ELG's Best Practices Resource Guide initiative and its two conferences that received international acclaim and raised the bar in terms of awareness, necessity and integration of employee health achievement systems and programs for employers.

In 2006, maintaining a strong belief that employers, patients, families and communities deserve meaningful prevention and treatment strategies that work, Les founded the Center for Work Life Health and Well-Being and its affiliate HPI Advisors, LLC. The overarching goal of the company is to foster the vision that keeping people healthy is a good business strategy for employers, providers, government and taxpayers alike. Everything affects everything – especially when it comes to health. Healthy people are simply able to do more and healthy employees can do more on the job and positively affect the employer’s bottom line. When corporate performance is tied to healthy employees, everyone benefits. Jobs stay in America. The economy flourishes. And exorbitant health care costs are avoided. Keeping people healthy is crucial to how well business succeeds today and in the future.

Les continues to spearhead prevention-centered health innovation and community-based, collaborative HPI/CVE projects (and C-Suite HPI/CVE culture of health leadership innovation projects) that are employer-friendly, value-driven, consumer-centric, systems-oriented, and performance-based. In 2010, Les will continue to focus on the unique business needs and challenges of small, mid-sized and large employers and provide them with real-time tools, techniques, best practices, employee achievement and HPI/CVE capabilities. He will also continue to explore innovative HPI/CVE Employer Leadership Summits, Best Practices Workshops and year-round, community-based, collaborative projects as a member of the Denver Metro Health and Wellness Commission’s (MDHWC) Healthiest Worksite Insurance Committee, MDHWC’s Newsletter and Marketing Subcommittee, MDHWC Wellness Program Start-up and Referral Subcommittee, as well as through proactive employer-focused activities via LiveWell Colorado Transition Team, Kaiser Permanente Health Advisory Council, Patient Centered Primary Care Collaborative and Colorado Medical Home Initiative, Colorado Systems Thinkers Team and Advisory Board, Les continues his passion to enable work life HPI/CVE in the workplace.

A partial listing of HPI’s clients include: HealthNEXT, Phytel, Accordant Health Services, California Wellbeing and Longevity Institute, Colorado Association of Commerce and Industry: The Business Health Forum, CoverColorado, Minnesota Business Partnership, Healthy Minnesota “FitWorkplaces” Initiative, Minnesota Council of Health Plans, Colorado Association of Health Plans, Denver Health, New York Business Group on Health, MidAtlantic Business Group on Health, Health Management Strategic Advisory Council: Employer Leadership Group (IHPM), Buyers Health Care Action Group, Employer Health and Human Capital Congress, Worldwide Employee Benefits Network Small Business Summit, WellPoint, Inc., CareFirst of Maryland, Inc., Blue Cross and Blue Shield of Minnesota, Blue Cross and Blue Shield of Tennessee, Centene Health Plans, Cenpatico Behavioral Health, McKesson Health Services, Healthways, Inc., Bioscrip, LifeScience Alley, Wyeth, Inc., GlaxoSmithKline, Pfizer, Inc., sanofi-aventis, Merck & Co. Inc., Case Management Society of America and Disease Management Association of America: The Care Continuum Alliance, Southern Minnesota Human Resources Association, Disability Management Employers Coalition and Colorado Performance Excellence.

Les is an active member of the Society of Human Resources Management and International Foundation of Employee Benefit Plans. Les is also active on the speaking circuit and has published numerous articles in national publications. Most recently, his theories have been included in the *Employee Benefit News*, *Case In Point Magazine*, *Denver Business Journal*, *Business Insurance*, *Human Resources Executive*, *Risk & Insurance*, *Center for Health Benefits Redesign and Implementation*, *Employee Benefits Planner*, *Benefits and Consulting Solutions*, *The Managed Care Interface*, *Healthcare Buyer Guide*, *Disease Management News*, *Worldwide Employee Benefits Network (WEB) 2007 Newsletter* and *CASEINPOINT^{Weekly}*.

In 1974 Les earned a BA degree from Concordia College in Moorhead, Minnesota. In 1985, he received his MBA from The University of Phoenix in Scottsdale, Arizona.

Les C. Meyer, MBA, a health care strategist, is president and CEO of HPI Advisors, LLC in Denver. For more information contact: Les.Meyer@HealthandPerformance.info or call 303-757-6756.