



# Sharing Best Practices Knowledge

TO MEET THE EXTRAORDINARY CHALLENGES YOU ARE FACING TODAY  
YOU MUST DEMONSTRATE EXTRAORDINARY BUSINESS PRACTICES:

## The Relationship between “Healthy and Fit” Personal Habits and “Healthy and Fit” Cultural Practices (aka - your Business Practices)

This paper focuses on recognizing the pros and cons (choices) of our personal habits (lifestyle, disciplines and behaviors) and the impact they have on consistent performance – in both life and business outcomes.

Our **Right People, Right Roles (RPR<sup>2</sup>)** research concentrates on building the connective link between “healthy and fit” lifestyle practices (the ultimate contribution to longevity) and “healthy and fit” business practices (and the contribution to organizational performance).

Below is the table that I created from the 20 most important lifestyle, behavioral, and family history factors that can contribute most to a person’s life expectancy.

If you have ever read any of Dr. Michael Rosen and Dr. Mehmet Oz’s work in their best selling publication, “You, The Owner’s Manual,” you would see how their extensive research about the “healthy and fit” choices we make contribute to the likelihood of our longevity. While it’s not as easy to show with actuarial accuracy the

impact that these same factors have on overall productivity and life fulfillment (and it would be extremely difficult to measure), it is equally logical that we should expect to find a strong correlation with high achieving people, their discipline/work habits and their relative performance in a business environment. We certainly observe the correlation with a confident level of face validity with both athletes and respected business leaders.

According to Drs Rosen and Oz:

***“Once you reach adulthood, 75% of how long and how well you live is determined by your lifestyle, and only 25% is determined by other factors.”***

Even though it’s possible to change your lifestyle, it proves to be extremely difficult for people and it’s rarely permanent.

Q: How many adults actually stay on their diets (and keep off weight)?

A: Less than 10%

Q: How many Adults in the US are physically active and exercising consistently?

A: Approximately 47% for women and 48% for men (for 30 minutes 5 days per week)

Q: How many adults in US are considered Overweight or Obese?

A: 66% Overweight and Obese (35% obese) (as of 2007)

For me personally, I take pride in my extremely “healthy” eating habits and my “Fit” activity practices. As a former gymnast and diver, I learned at a very early age that every pound makes a huge difference in performance (and how I feel every day). At age 52, I am only 10 lbs over my competition weight when in college over 30 years ago.

I have learned that the most important thing about maintaining a healthy diet is that you actually have to:

1. Understand the science of nutrition
2. Have a natural habit of measuring (keeping score) of what you consume every day and most importantly -
3. You actually have to LIKE THE FOOD!

**If you don't enjoy preparing and eating foods like:**

- Lean Protein (from egg whites, chicken and fish)
- Good oils (from Salmon, nuts, olive oil etc.)

- Hi fiber/low glycemic index carbohydrates (from beans, whole wheat, grains etc.)
- Nutritious fruits and vegetables (like tomatoes, broccoli and apples etc.)

**...you will never maintain a healthy diet for very long.**

The same is true for your activity/exercise level (fit practices). If you don't actually like physical activity, sports or recreation, you will most likely not stay on a consistent routine to stay active. I have maintained a daily “fitness log” to measure and record my exercise activity for now over 23 years. It helps me maintain a frame of reference to monitor my fitness level today compared to any particular year looking backward.

Both of these lifestyle habits (healthy nutrition and fit activity levels) have probably contributed to my positive mental outlook and productivity (only catching a common cold about every 18 months or so) in spite of traveling an average of 125,000 air miles over the past 12 years. I actually gain a great deal of personal gratification, confidence and self esteem from my most challenging workouts.

I have provided a list of the top 20 lifestyle and medical conditions that either “**add to or take away from**” a person's projected life expectancy. These measurement tools are available at multiple locations on various web sites. The foundation of the research for these estimates is derived from actuarial calculations that consider large

## Calculating the impact that lifestyle and family history have on life expectancy

The top 20 practices and/or medical conditions that "take away from" a long and productive life

Sample for Tom Olivo DOB = 03/13/57 Current Biological age = 52

**Average Life Expectancy = 75 Projected = 93 years Considering all "Healthy, Fit" and risk factors**

Lifestyle/condition	From Healthy rank	To Unhealthy rank	Range of years		Years of Harm or "take away"
			at risk + or -	Years of benefit	
Smoking	Never smoked	+ 2 packs per day	6	1	-5
Heart disease (F)	No relatives or self	2+ under age 60	6	1	-5
Cholesterol level	< 150 and good ratio	> 260 and bad ratio	6	2	-4
Relative's Longevity	Avg. age 90+ years	Avg. age < 50 years	5	2	-3
Drink Alcohol	None to rarely	6+ drinks per day	5	1	-4
Diabetes	None (inc. relatives)	Using insulin	5	2	-3
Blood pressure	110/60	170/120	5	1	-4
Relaxation/meditation	Daily	Always tense	4	1	-3
Prescription drugs	Seldom	Heavy/significant	4	1	-3
Lung problems	None	Severe	4	1	-3
Love and happiness	Happily married	Divorced/cheating	4	2	-2
Heart problems	None	EKG abnormal etc.	4	1	-3
Healthy diet	Low fat/no refined	Fast food - Fad diets	4	2	-2
Friendships	Lots of close friends	No friends	4	1	-3
Digestive tract problems	None	Severe	4	1	-3
Depression (inc. family)	None	Suicidal	4	1	-3
Breakfast habits	Every day	Donuts & coffee	4	1	-3
Anxiety	Seldom to none	Panic	4	1	-3
Amount of stress	No stress	Constant stress	4	1	-3
Amount of exercise	Intense	Sedentary	4	2	-2
<b>Overall Scores</b>		<b>Averages in Years</b>	<b>4.5</b>	<b>1.3</b>	<b>-3.20</b>

sample sizes of people. While they cannot be exact in every case (there are always exceptions like people who have smoked all their lives and lived to 100) they are a good guide for people to use to see the consequences of either good or bad lifestyle choices.

The inventory and calculations above illustrate that as a result of my more "positive lifestyle factors", there is a strong likelihood that I can increase my life expectancy by approximately 18 years from

an average of 75 years to 93 years. While that's great news, I'm just as concerned about how I feel now and the impact that has on my daily performance, relationships, sense of optimism looking forward and ability to make a difference

**The data illustrated above represents a summary of the top 20 lifestyle, behavioral and family history factors that can contribute most to life expectancy. The factors are sorted by the range of years at**

**risk from the most damaging (smoking) to the most beneficial (amount of exercise and activity level). For me personally, my lifestyle habits and other factors contribute an additional 18 years to my average life expectancy of 75 to a most likely life expectancy of 93. For your own calculation, visit [www.realage.com/TBD](http://www.realage.com/TBD)**

### **“Healthy and Fit” Business Practices that Contribute to your Culture**

Q: How many businesses (organizations) in the US have “Healthy” business practices?

A: Approximately 25%

Q: How many businesses (organizations) in the US have “Fit” business practices?

A: It depends upon the industry but overall less than 10%

### **Defining “Healthy” Cultural (business) Practices**

Healthy Cultural Practices may be the equivalent to a person living with exceptional nutritional habits. The quality of the fuel you supply your body can help ensure overall health and create a sound immune system to offset disease. As they say...“You are what you eat.”

Logically, a “Healthy Culture” that incorporates caring, engaged and motivated people that demonstrate ownership thinking and behavior can provide better and more consistent care. The culture can

create the value equivalent of up to 4% net operating margin. It typically takes between 3-5 years to develop into a mature and consistent organization - wide practice. It may best be defined as:

***“A passion for service, caring and doing what’s right.”***

The top 10 examples of “Healthy” Cultural (business) Practices include:

1. Open and transparent communication (OBM Open Book Management)
2. No secrets “rumor” environment
3. Constructive dialog (how do we disagree – a protocol)
4. High trust, collaboration & teamwork
5. Effective delegation (down to front-line leadership)
6. Innovation (“risk taking” – no legacy mindset)
7. Coaching focus for development (versus micro managing what people do)
8. Structured approach to Talent appointment & performance management
9. Compelling sense of purpose/mission
10. Passion for exceptional service and caring (customers, stakeholders, patients etc.)

## **Defining “Fit” Cultural (business) Practices**

Fit Cultural Practices may be the equivalent to a person engaging in a high level of physical activity (daily exercise). The body’s ability to adapt to increasing loads of stress creates greater efficiency and productivity.

Logically, a “Fit Culture” that represents knowledgeable, disciplined and focused people that live the practice of sustained performance improvement (SPI) can compound the rate of employee productivity through the continuous redesign of business processes. The culture can create value equivalent of up to 8% net operating margin. It typically takes between 7-10 years to develop into a mature and consistent organization - wide practice. It may best be defined as:

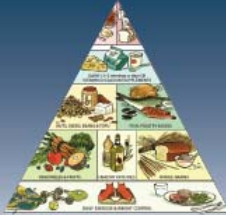
***“A passion for achievement of results and continuous quality improvements.”***

The top 10 examples of “Fit” Cultural (business) Practices include:

1. Marketplace awareness (business and financial literacy as a widespread competency)
2. Redefined productivity as a philosophy within the organization
3. Mature and sophisticated measurement practices
4. Lean, Six Sigma/BPI/SPI competency (waste annihilation)
5. A culture of ownership and responsibility vs. accountability
6. Personal and organizational discipline – to do the most important things right now
7. Exceptional time management (leadership roles defined)
8. Formal benchmarking of “best practices”
9. Focus on outcomes, results, goals, milestones
10. Passion for achievement, quality, improvement

**The image on the next page illustrates the “Healthy and Fit” business practices side-by-side.**

## “HEALTHY” Cultural Practices



1. Open/Transparent communication (OCP)
2. A no secrets and no “rumor” environment
3. Constructive dialogue with leaders
4. High trust, collaboration & teamwork
5. Effective delegation to line leadership
6. Innovation (“risk taking” - no legacy mind set)
7. Coaching focus for development  
(versus micro managing what people do)
8. Talent & performance management
9. Compelling sense of purpose & mission
10. Passion for service & caring

## “FIT” Cultural Practices



1. Marketplace awareness (business & financial literacy as a widespread competency)
2. Redefined productivity as a philosophy
3. Mature & sophisticated measurement
4. Lean, Six Sigma/BPI/SPI (waste annihilation)
5. Ownership - responsibility vs accountability
6. Personal/organizational discipline (widespread)
7. Exceptional time management (roles defined)
8. Formal benchmarking of “best practices”
9. Focus on outcomes/results/goals/milestones
10. Passion for achievement/quality/improvement

### In conclusion:

Our leadership ability theory is similar (supported by evidence)...

*“Once you reach adulthood, 75% of who you are and how effective you are as a leader is already determined. At this stage of life, People tend to become more of who they already are (with their hardwired behaviors and leadership style) rather than someone they are not.*

*The debate shouldn’t be... nature vs. nurture. Rather, it should be – as an adult (age 30-40), do you demonstrate effective leadership ability or not?*

While it’s possible for people to change their behavioral hardwiring and leadership style effectiveness, it is equally difficult to do so later in life (as an adult).

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