



SERVICES

Thought Leadership
Management Consulting
Speaking
Live Training / Workshops
On-line Courses

EXPERTISE

Workers' Compensation
Short- & Long-term Disability
Stay-at-Work and Return-to-Work Programs
Disability Prevention
IME Audits
IME Process Improvement
Provider Network Strategy

PRINCIPALS

Jennifer Christian, MD, MPH

- *Physician-executive*
- *Thought Leader*
- *Disability prevention expert*

David Siktberg, MBA

- *Management consultant*
- *Information systems expert*

CONTACT US

WEBILITY CORPORATION
95 Woodridge Road
Wayland, MA 01778
508-358-5218
www.webility.md
mail@webility.md

OUR PURPOSE, COMMITMENTS & MODEL

Webility's **purpose** is to serve as a catalyst for positive change in the workers' compensation and disability benefits systems.

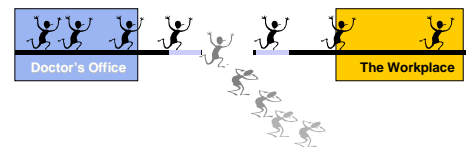
Webility's **core commitments** are to:

- Prevent needless disability by minimizing the negative impact of injury, illness and age on employed people's personal lives, and by encouraging their continuing contribution to society as productive citizens.
- Help companies to manage people better, reduce overhead, and increase both productivity and profitability.
- Prepare employers, employees, healthcare providers, claims and benefits administrators to prevent needless disability through our education, training, and management consulting services.

Webility's **disability prevention model** calls for win-win-win solutions that:

- Improve the experience of ill and injured people with the "system."
- Reduce lost work days and job loss.
- Demonstrate how kindness, straight communication, no-nonsense practicality, and good management can make these systems work better.
- Empower all involved parties to collaborate in creating optimal outcomes for workers with health-related employment problems.

Bridging This Communications Gap



Reduces Disability

SPEAKING, CONSULTING & TRAINING SERVICES

Webility's partners – employers, insurers, or healthcare organizations – are usually up to something big. They are looking for new ways to do things or getting improvement initiatives underway. They see and seize the opportunity that Webility offers them.

Webility assists our partners with assessing their current situation, and with designing and implementing programs to improve services to people or results for companies. We provide speaking, consulting, and live and on-line training courses.

WEBILITY'S DISABILITY PREVENTION TRAINING

Most people report that they feel better prepared to manage disability after they take one of our "live" workshops or Internet courses in disability prevention and return-to-work communications.

Webility offers three companion versions of our interactive web-based course "Talking About Ability To Work" for:

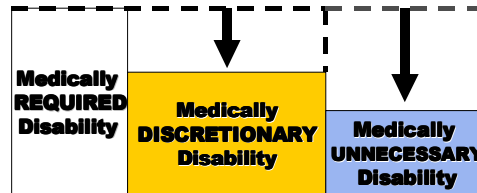
- Employers
- Claims and case managers and nurses
- Physicians and other treating clinicians

The web-based courses range in length from 1 to 3 hours. Continuing ed credit is often available.

"Live" in-person training is an alternative to on-line courses, or can reinforce earlier on-line

learning. Standard or custom courses delivered in person can address specific needs. All on-site workshops are lively, practical and experience-based. Case studies and audience-participation exercises are included. Audiences always rate these sessions very highly

PREVENT DISABILITY Reduce Needless Absence



"The Webility course helped us establish an overall basic premise, a foundation and platform from which we can each begin our work. We plan to keep using the shared concepts and language we learned in the course. This was a huge achievement for us."
 – Jane Ryan, Integrated Disability Management Group, The Mayo Clinic

"Talking About Ability To Work"--Webility's Basic Course

- Focuses on the purpose – the people and the process – not the paperwork
- Takes a common-sense look at how human behavior drives disability – and how to make a difference!
- Creates a shared foundation of powerful new concepts and a common language
- Teaches screening tests and practical tools and tips for what to do differently
- Provides insight into how to bridge the communications gap between medical offices and employers and insurers
- Changes how people see their jobs
- Has been highly rated by both users and their sponsoring organizations

Features of Webility's Web-based Training System

- Accessible** Use any web-linked computer
- Convenient** Available 24 hrs 7 days/week
- Easy** OK for computer novices
- Engaging** Informative, interactive
- Quit 'n Save** Finish in one or more sittings
- E-mails** Invitations & reminders to finish
- No-Foolin'** Automated compliance reports
- Surveys** Aggregate results for the group

The Webility system can deliver:

- Webility's courses
- Modified versions of our courses
- Custom courses

50% of those taking the claims/ case manager course report that they see their jobs differently now; 80% say they feel better prepared to manage non-medical issues.

80% of those taking the employer course report they have learned new ideas and feel better prepared to manage injured and ill employees now.

Support For Culture Change Initiatives

Customers who are out to change their internal culture know that frequent and varied communication and training are the only way to make sure people know what is going on, what they can do to contribute, and how to do their part.

Webility assists customers who are implementing culture change initiatives by:

- Delivering inspiring and stimulating talks
- Making sure everyone gets trained—really!
- Employing effective adult learning strategies

"TALKING ABOUT ABILITY TO WORK"

FOR CLAIMS AND CASE MANAGERS

This 2.5 hour course (with 3 CEUs for nurses) teaches those who manage claims / situations:

- How to tell whether time off work is medically-required, discretionary, or just plain unnecessary
- Ways to get around typical problems with communicating with doctors
- Simple screening tests that uncover non-medical issues that need attention
- Effective interventions to address non-medical factors that cause disability

Webility's automated e-mail management reports show:

- Which personnel have started and finished the course
- How well the group understood the material
- The group's answers to key questions and the evaluation

FOR EMPLOYERS

This brief (about 1 hour) course is intended for those who have day-to-day responsibility for employees with potentially disabling injuries or illnesses, for example:

- Supervisors
- Return-to-Work coordinators

The course develops the management skills of users by giving them guidance on how to:

- Respond to the ill/injured worker
- Refer for medical care
- Communicate with doctors
- Find transitional work assignments
- Create a supportive work environment

- Keep in touch with absent workers
- Handle discipline and performance issues in employees claiming medical problems
- Know when to ask for help from HR/legal

The Webility system simultaneously trains and surveys the users.

Webility's automated e-mail management reports tell you:

- Who has started and completed the course, and when
- How well the group understood the material and their answers to key questions
- What is happening "on the front line."

FOR HEALTHCARE PROVIDERS

This 2.5 hour course teaches all types of treating providers (MDs, DOs, DCs, PhDs, etc.) how to:

- Recognize when work absence is medically required and when it is not
- Give useful return-to-work guidance to patients and their employers
- Meet the information needs of employers and benefit administrators
- Use simple screening tests to uncover non-medical issues that need attention
- See the benefits of a pro-active approach
- Prevent "iatrogenic disability."

Webility's automated e-mail management reports show:

- Which clinicians finished the course, and the group's answers to key questions

"Very excellent tools! I wish I had this program when I first entered the disability management field (I am now in my 9th year.)"
– CRC consultant, top 10 disability carrier

"I feel this course is an eye opener about how we are handling the claims and employees on a day to day basis"
– RTW coordinator for a multi-state employer

"This course gave me conceptual and clinical tools to use in an area where I, along with most doctors, have been tool-less."
– Psychiatrist, California

"Clear, reasonable, methodical and well-laid out. I like your approach."
– Family practitioner, Maine.