

Michael Klachefsky: Media & Public Presence
Conference Presentations, Publications, Articles, Blog Posts, & Other Media
June 29, 2017

Conference Presentations

1. The Iceberg Effect: The Hidden Costs of Absenteeism and Presenteeism, *Portland Human Resources Management Association*, Portland, February 8, 2017
2. Next-Generation Disability and Health Management, *LIMRA Group & Worksite Benefits Conference*, Baltimore, September 4, 2014
3. All or Nothing: Carilion Clinic's Battle Against the 100% Rule, *Disability Management Employer Coalition National Conference*, Las Vegas, August 13, 2014
4. Simplifying Intermittent Leave Challenges: Reduce the Impact and Stay Compliant, *Disability Management Employer Coalition National Conference*, Las Vegas, August 12, 2014
5. Workplace Absence, Elephants and Icebergs! *29th Annual Benefits Controls Seminar*, Myrtle Beach, May 2, 2014
6. Navigating the FMLA Process: The UMass Memorial Story, *FMLA/ADAAA Employer Compliance Conference*, Washington DC, April 2, 2014
7. Legal and Practical Aspects of Time Off in a Modern Age, *17th Annual Employee Benefits Symposium*, San Francisco, March 28, 2014
8. Cost and Productivity Advantages of Managing Absence in the Era of Health Care Reform, *Human Resource Executive Health and Benefits Leadership Conference*, Las Vegas, March 18, 2014
9. Reducing Absence in a Unionized Environment, *IBI Annual Forum*, San Francisco, March 4, 2014
10. A Brave New World: Measuring Absence, Disability & Productivity, *Disability Management Employer Coalition Regional Conference*, Grand Rapids, MI, September 19, 2013.
11. Benchmarking, Metrics and Productivity, *Disability Management Employer Coalition National Conference*, Atlanta, August 18, 2013
12. Working with Employers on Absence Management, *Disability Management Employer Coalition National Conference*, Atlanta, August 18, 2013
13. Mental Health and Lost Productivity, *Human Resource Executive Health and Benefits Leadership Conference*, Las Vegas, April 24, 2013
14. Best Practices for Measureable Outcomes in Absence and Disability Management, *IBI/NBCH Health and Productivity Forum*, Dallas, February 27, 2013
15. The On-site Model: Two Employers' Experiences, *Disability Management Employer Coalition National Conference*, Denver, August 13, 2012
16. STD Insurance and Health Related Lost Productivity, *Maryland Association of Health Underwriters Annual Symposium*, Annapolis, May 15, 2012
17. Improving Employee Productivity in the Public Sector, *State and Local Government Benefits Association, National Conference*, San Francisco, April 16, 2012
18. Total Health Management, *College and University Personnel Association Conference*, Rocky Mountain Region, Denver March 2, 2012
19. Workplace Possibilities: A dedicated on-site consultant reduces absence and disability, *Integrated Benefits Institute Health and Productivity Forum*, San Francisco, February 14, 2012
20. STD Insurance and Health Related Lost Productivity, *Employee Benefits Professional Association of Kansas City Annual Conference*, Kansas City, June 22, 2012
21. Workplace Possibilities, *National Association of Insurance and Financial Advisors (NAIFA) National Conference*, Washington, DC, September 11, 2011

22. Imagining the Possibilities of a Healthy and Productive Workforce, *Disability Management Employer Coalition National Conference*, Denver, August 1, 2011
23. Absence and Disability Management in Unprecedented Times, *Disability Management Employer Coalition National Conference*, San Diego, August 4, 2010
24. The Total Cost of Absence, *Disability Management Employer Coalition National Conference*, Portland, July 21, 2009
25. Building a Return-to-Work Program, *Joint forum on Health, Productivity and Absence Management (IBI/NBGH)*, Washington DC, October 23, 2007
26. Building a Return-to-Work Program, *Disability Management Employer Coalition National Conference*, San Diego, July 16, 2007
27. Behavioral Health Disability and Return-to-Work: A Breakthrough Model, *International Public Management Association for Human Resources*, Saratoga Springs, May, 15, 2007
28. Behavioral Health Disability and Return to Work, *College and University Personnel Association Northeast Regional Conference*, Syracuse, May 1, 2007
29. Building a RTW Culture, *Disability Management Employer Coalition Management Series Seminar*, Chicago, April 11, 2007; Long Beach, April 18, 2007
30. Behavioral Health Disability and Return-to-Work: A Breakthrough Model, *4th annual Health and Welfare Plan*, Orlando, March 26, 2007
31. Behavioral Health Disability and Return to Work: A Breakthrough Model, *Disability Management Employer Coalition Behavioral Risk Conference*, Minneapolis, March, 20, 2007
32. Behavioral Health Disability and Return to Work: A Breakthrough Model, *College and University Personnel Association South Regional Conference*, New Orleans March 12, 2007
33. Building a RTW Culture, *Disability Management Employer Coalition Management Series Seminar*, Atlanta, February 23; New York City, February 21; Boston, February 20
34. Building a Return-to-Work Culture: Moving Beyond Workers Compensation Into the Non-Occupational Realm, *IBI/NBGH Joint Forum*, Boston, November 28, 2006
35. Building a Return-to-Work Culture, *College and University Personnel Association, National Conference*, Washington DC, September 30, 2006
36. Partnering with Employers to Achieve Successful Return-to-Work Outcomes, *ING RE Rose Seminar*, Minneapolis, July 20, 2006
37. Building a Return-to-Work Culture: Moving Beyond Workers Compensation into the Non-Occupational Realm, *Disability Management Employer Coalition Annual Conference*, San Diego, July 18, 2006
38. Effective Return to Work Strategies for Employees with Psychiatric Disabilities, *College and University Personnel Association Southwest Regional Conference*, Tulsa, May 23, 2006
39. Effective Return to Work Strategies for Employees with Psychiatric Disabilities, *College and University Personnel Association, Northwest Regional Conference*, Portland, March 25, 2006
40. Return-to-Work: Doing What's Right for Employees and Employers, *IBI/NBGH Joint Forum on Health, Productivity & Absence Management*, San Diego, December 5, 2005
41. Managing Subjective Disabilities, *Capital Health 5th Annual Occupational Health, Safety and Wellness Conference*, Edmonton, October 3, 2000
42. Managing New Types of Disabilities, *Canadian Pension and Benefits Institute*, Regina, June, 2000
43. Do You Need a Third Party Provider? *The Atlantic Managed Time Loss Seminar*, Halifax, October 29, 1999
44. Stress, Depression and Subjective Disabilities, *The Atlantic Managed Time Loss Seminar*, Halifax, October 28, 1999
45. Managing Psychiatric Disability and Work, *Schedule II Conference*, Toronto, June 28, 1999
46. Improving Business Results By Improving Employee Availability, *Marsh/Mercer Conference on Integrated Absence Management*, Toronto, May, 1999

Publications, Articles, Blog Posts, Interviews

1. Corporate Fitness Programs: Re-Thinking the Paradigm, *@Work Magazine*, September, 2016
2. Get Moving at Work to Reduce The Risk of Disability, *AIG Group Benefits Market Insight*, May 5, 2016
3. Helping Millennials to Choose Disability Insurance, *AIG Benefit Solutions Market Insight*, May 1, 2015
4. The Call-Center Blues, *Human Resource Executive Online*, November 21, 2014
5. Managing employee absence through third-party administration, *Workplace Possibilities blog post*, July 3, 2014
6. Absence management services can put hours back in clients' days, *Employee Benefit Advisor*, April 14, 2014
7. On-site consultants help drive results, *Workplace Possibilities blog post*, July 18, 2013
8. Mental Health issues can cost millions, *Workplace Possibilities blog post*, April 25, 2013
9. Encouraging Enrollment for Voluntary Products among the Millennial Generation, *Employee Benefit Plan Review*, March 2013
10. Five tips for managing presenteeism, *Workplace Possibilities blog post*, February 28, 2013
11. Hidden Costs, Productivity Losses of Mental Health Diagnoses, *Benefits Magazine*, February, 2013
12. Seize the opportunity to engage millennials with voluntary insurance, *California Broker*, December, 2012
13. Productivity Insight #3 is summarized, *Yahoo Finance*, December 11, 2012
14. Getting cancer patients back to work, *Benefitspro.com*, November 30, 2012
15. The Iceberg Effect: The Hidden Costs of Absenteeism and Presenteeism, *Employee Benefits Planner*, November 28, 2012
16. Group DI: The carriers' take, *Employee Benefit Advisor*, November 1, 2012
17. On-site Consultants Can Help Employers Integrate Highly Rated, but Underused Practices, *Employee Benefit Plan Review*, November 1, 2012
18. Employer Flexibility Key to Breast Cancer Survivors' Return to Work, *Human Resource Executive*, October 28, 2012
19. Untreated mental illness hurts productivity, *Benefitspro.com & Benefits Pro Daily*, October, 12, 2012
20. Helping Employers Manage The Hidden Costs of Absence & Disability, *Health Insurance Underwriter*, October, 2012
21. Taking Charge of Health Related Lost Productivity, *California Broker*, October, 2012
22. Cost and Impact of Arthritis Related Presenteeism, *Workplace Possibilities blog post*, October 1, 2012
23. The Standard Brings Out Productivity Insight Paper on Full Impact of Absence, *Insurance News Net*, September 6, 2012
24. Health Related Lost Productivity: Causes and Solutions, *Health Insurance Underwriter*, September, 2012
25. The Standard: Absent workers cost big bucks, *Bizjournals.com*, August 29, 2012
26. Productivity Insight #2: The Full Cost of Absence, *Workplace Possibilities blog post*, August 20, 2012
27. Viewpoint: Build an Integrated Absence and Disability Program, *SHRM.org*, August 9, 2012
28. The Total Cost of Poor Employee Health, *Health Insurance Underwriter*, August, 2012
29. Managing Health and Productivity Outcomes Through Highly Rated but Underused Practices, *Health Insurance Underwriter*, July, 2012
30. Employee Health Takes on New Meaning, *Human Resource Executive Blog*, June 25, 2012

31. Employers should focus on the cost of poor employee health, *Benefits Selling/Benefits Pro*, June 15, 2012
32. The Standard help employers focus cost of poor employee health, *The Street*, June 14, 2012
33. Taking an Integrated Approach to Disability Management, *California Broker*, June, 2012
34. Selling an Integrated Approach to Absence and Disability Management, *Health Insurance Underwriter*, June, 2012
35. Designers encourage standing when creating healthier offices, *Daily Journal of Commerce, Oregon*, May 3, 2012
36. The future of absence and disability management, *Human Resource Executive*, May 1, 2012
37. Best Practices Help to Manage Disability-Related Absence, *SHRM*, April 17, 2012
38. On-site consultants help manage employee absence, disability, *Benefits Selling/Benefits Pro*, April 13, 2012
39. Managing Health and Productivity Outcomes Through Highly Rated but Underused Practices, *The Medford 10*, April 12, 2012
40. Managing Health and Productivity Outcomes Through Highly Rated but Underused Practices, *Market Watch*, April 12, 2012
41. Managing Health and Productivity Outcomes Through Highly Rated but Underused Practices, *Insurance News Net*, April 12, 2012
42. Absence and disability management study highlights necessity for early reporting, integration, *Employee Benefit Advisor*, April 12, 2012
43. Think Integration: The Future of Absence and Disability Management, *Broker World*, April, 2012
44. Part Three: Presenteeism and behavioral health conditions, *Workplace Possibilities blog post*, March 12, 2012
45. Re-launched Workplace Possibilities Website Provides HR Professionals with Comprehensive Absence and Disability Management Resource, *The Portland*, February 15, 2012
46. The Standard, Osseo Area schools share details of successful absence and disability management program, *The Portland*, February 13, 2012
47. The Standard, Osseo Area schools share details of successful absence and disability management program, *Association Media Network*, February 13, 2012
48. The Standard, Osseo Area schools share details of successful absence and disability management program, *Life Insurance*, February 13, 2013
49. The Standard, Osseo Area schools share details of successful absence and disability management program, *Insurance News Net*, February 13, 2013
50. Re-launched Workplace Possibilities Website Provides HR Professionals with Comprehensive Absence and Disability Management Resource, *Association Media Network*, February 7, 2012
51. 4 fundamentals of managing absence and disability, *National Underwriter Life & Health*, February 23, 2012
52. 5 tips for achieving better absence management results, *Employee Benefit News*, January 11, 2012
53. Getting the work done: Preparing for the upcoming talent shortage, *Workplace Possibilities blog post*, January 3, 2012
54. Uniting disability management and wellness for a healthier, more productive workforce, *Voluntary Benefits*, December 7, 2011
55. Integration is the key to the future of absence and disability management, *Workplace Possibilities blog post*, November 29, 2011
56. Back to Work, *Human Resource Executive*, November 1, 2011
57. The new disability discussion, *Employee Benefit Advisor*, Nov 1, 2011
58. 4 pillars of workplace health, *Benefits Selling*, October 18, 2011
59. Uniting disability management and wellness for a healthier, more productive workforce, *Benefits Selling*, October 18, 2011
60. Part two: Presenteeism and the bottom line, *Workplace Possibilities blog post*, October 3, 2011

61. Five generations. One workforce. New solutions. *Workplace Possibilities blog post, September 26, 2011*
62. Getting a grip: Case studies, *Bureau of National Affairs, July 2011*
63. Understanding Presenteeism, *Workplace Possibilities blog post, May 31, 2011*
64. Maximize health and productivity outcomes with these highly rated, but underused practices, *Workplace Possibilities blog post, May 7, 2011*
65. Mental Health Considerations, contributed chapter in *The Complete Return to Work Program Manual*, Disability Management Employer Coalition, September, 2010
66. Survey Report on the Total Financial Impact of Employee Absences, *Kronos/Mercer, June, 2010*
67. The Insurance Perspective on Whiplash Claims, contributed chapter in *Whiplash, A Practitioner's Guide to Understanding Whiplash Associated Disorders*, Canadian Chiropractic Association, November 2000
68. Behavioral Disability Raises Anxiety Level, *National Underwriter, September 21, 1998*
69. Effective Vocational Case Management, *Federated Press Symposium on Disability, September 13, 1996*
70. Psychological strain shows on the job, *The Globe and Mail, July 23, 1996*
71. *Facing Up To Psych Claims, Benefits Canada, September, 1994*

White Papers

1. Productivity Insight #5: Short Term Disability: The Window of Opportunity, August 1, 2013
2. Productivity Insight #4: Behavioral Health and The Workplace: Productivity Costs and Solutions, April 29, 2013
3. Productivity Insight #3: Understanding Presenteeism, December 1, 2012
4. Productivity Insight #2: The Full Cost of Absence, August 10, 2012
5. Productivity Insight #1: Health Related Lost Productivity: Causes and Solutions, June 14, 2012
6. White Paper #2, The Future of Absence & Disability Management, Part 2: Continuing the Conversation, April 2012
7. White Paper #1, The Future of Absence and Disability Management, October 27, 2012
8. White Paper, A Dynamic Duo for Managing Lost Time, *Human Resources Executive*, October 16, 2011
9. Reworking Return to work, *Human Resource Executive*, June, 2011

Webinars

1. Brave New World, *broker webinar sponsored by NFP, August 22, 2013*
2. Productivity, *broker webinar sponsored by The Standard, April 18, 2012*
3. Productivity, *Society for Human Resource Management, March 21, 2012*
4. Productivity, *NFP Network, February 29, 2012*
5. Presenteeism: How much is it costing your organization? *Society for Human Resource Management, November 13, 2011*
6. Reducing the Cost and Impact of Absence and Disability, *Society for Human Resource Management, November 2, 2011*
7. 5 generations, One workforce, New solutions, *second webinar with Jeanne Meister author of Workplace 2020, October 13, 2011*
8. Health Related Lost Productivity, *United Benefit Advisors, October 4, 2011*
9. Workplace Productivity: How Effective Management of Absence and Disability Can Improve it, *Benefits Selling Webinar, September 13, 2011*
10. Workplace Possibilities, *Pacific Resources, October 21, 2011*
11. Redefining HR: Winning strategies, *first webinar with Jeanne Meister, author of Workplace 2020, July 22, 2011*

12. How Much is Absence Costing You? *Society for Human Resource Management*, August 5, 2010

Broadcasts and Podcasts

1. Presenteeism, *Radio Health Journal*, June 16, 2014
2. Health and Productivity Management Practices, *Advisor Today*, June 5, 2012
3. 5 tips for achieving better absence management results, *Employee Benefit News Online*, January 21, 2012