

Maximize Your GLP-1 Investment:

Drive Sustainable
Health Outcomes and
ROI with LifeSpeak
Inc.'s Whole-Person
Wellbeing Solutions



What's Inside:

Introduction	3
The growing investment in GLP-1 programs.....	4
The promise and limitations of GLP-1 drugs	5
Whole-person wellbeing support for GLP-1 success.....	7
Mental health	8
Fitness.....	9
Nutrition	10
Mindfulness.....	11
Substance use	12
Sleep and stress management.....	13
Organizational benefits.....	14
Enhanced employee engagement and retention.....	15
Reduced healthcare spending costs	16
Maximize the impact of GLP-1 coverage with our ever-evolving suite of wellbeing solutions.....	18
LifeSpeak weight management libraries.....	19
Our products	21

Expert insights

Throughout this ebook, we'll share insights from LifeSpeak Inc. expert Dr. Terri-Lynn MacKay.

Dr. Mackay is LifeSpeak Inc.'s Director of Behavioral Health Innovation and Service Delivery, where she leads a team providing evidence-based, compassionate care. She holds a PhD in Clinical Psychology and a Master's in Behavioral Neuroscience, and has previously held leadership roles in mental health, including at the Canadian Mental Health Association and the University of British Columbia.

Dr. MacKay recently appeared on The LifeSpeak Podcast to discuss the impact of new weight-loss drugs. Listen to the episode here: [Unpacking the New Weight-Loss Drugs and Their Impact: A Conversation with Psychologist Dr. Terri-Lynn MacKay.](#)



DR. TERRI-LYNN MACKAY

PhD, Director, Behavioral Health Innovation & Service Delivery, LifeSpeak Inc.



Tackling rising healthcare costs with holistic solutions

The demand for employer and health plan sponsored GLP-1 drug treatment for obesity, diabetes and otherwise, is at a historical high. But do the drugs themselves guarantee lasting results? As employers and health plans prepare for a projected 8% increase in healthcare spending in 2025—the highest in 15 years—the urgency to find sustainable solutions becomes clear. *(Source: 2025 Employer Health Care Strategy Survey¹.)*

This ebook explores how whole-person wellbeing programs complement GLP-1 treatments, leading to lasting health improvements and a healthier, more engaged workforce.



The journey to health can begin with medication, but it is sustained through lifestyle changes. Without addressing the psychological, physical, and nutritional aspects of health, the benefits of medications like GLP-1 are unlikely to last when people stop taking the medication.”

– Dr. Terri-Lynn MacKay

¹ Business Group on Health. *2025 Employer Health Care Strategy Survey*. August 2024. Available at: <https://www.businessgrouphealth.org/resources/2025-Employer-Health-Care-Strategy-Survey-Intro>.

The growing investment in GLP-1 programs

We expect to continue hearing about the rising demand for GLP-1 medications and the increasing costs associated with them for both employers and health plans.

The 2025 Employer Health Care Strategy Survey, which surveyed 125 large businesses representing 17.1 million employees, confirms this ongoing trend. The survey reveals a significant upward shift in the number of employers providing coverage for GLP-1 treatments:

- **Diabetes treatment:** 96% of companies surveyed provide GLP-1 coverage for diabetes, demonstrating the widespread use of these medications¹.
- **Obesity treatment:** 67% of employers offered coverage in 2024, up from 49% in 2022. This number is projected to reach 70% by 2025 and 83% by 2027.

Eligibility and usage trends

- **United States:** Over 42% of U.S. adults (57.4 million) under 65 with private insurance could be eligible for GLP-1 medications based on current FDA indications (as per a September analysis from KFF's Health System Tracker².)
- **Canada:** According to insurance provider Manulife, the use of anti-obesity medications among workers has surged by 91.9% over the past three years³.

As GLP-1 usage grows, employers and health plans are realizing that medication alone isn't enough. Pairing these drugs with holistic wellbeing programs—addressing mental health, fitness, nutrition, and stress—ensures their effectiveness and helps individuals sustain long-term health improvements.

¹ Business Group on Health. *2025 Employer Health Care Strategy Survey*. August 2024. Available at: <https://www.businessgrouphealth.org/resources/2025-Employer-Health-Care-Strategy-Survey-Intro>.

² Health System Tracker. How Many Adults with Private Health Insurance Could Use GLP-1 drugs. Available at <https://www.healthsystemtracker.org/brief/how-many-adults-with-private-health-insurance-could-use-glp-1-drugs/>.

³ The Wellness Report 2023. The report encompasses findings from three surveys conducted across 99 organizations, involving a total of 8,728 employees. <https://www.manulife.ca/business/news/group-benefits-news/employee-health.html#>



The promise and limitations of GLP-1 drugs

GLP-1 receptor agonists, such as Ozempic and Wegovy, are revolutionizing the treatment of obesity and type 2 diabetes. Their applications, however, extend even further. These drugs show promise in:

- **Weight loss:** Helping individuals achieve significant weight reduction¹.
- **Blood sugar control:** Effectively managing blood sugar levels in individuals with type 2 diabetes².
- **Cancer therapies:** Emerging research suggests potential in certain cancer treatments³.
- **Addiction treatment:** Studies are exploring their role in addressing substance use disorders⁴.

However, while these medications are effective in initiating change—whether that’s shedding pounds, managing diabetes, or even contributing to cancer treatment—none of these health challenges can be effectively managed through medication alone.

Each requires a multi-pronged approach to truly address the underlying factors and sustain long-term health improvement. Medications may help people see quick improvement but do not address the underlying causes of obesity, such as poor diet, lack of physical activity, chronic stress, and insufficient sleep. Without tackling these root issues, the long-term benefits of GLP-1 treatments can be limited.

1 Lincoff, A. M., Brown-Frandsen, K., Colhoun, H. M., Deanfield, J., Emerson, S. S., Esbjerg, S., Hardt-Lindberg, S., Hovingh, G. K., Kahn, S. E., Kushner, R. F., Lingvay, I., Oral, T. K., Michelsen, M. M., Plutzky, J., Tornøe, C. W., Ryan, D. H., & SELECT Trial Investigators (2023). Semaglutide and Cardiovascular Outcomes in Obesity without Diabetes. *The New England journal of medicine*, 389(24), 2221–2232. <https://doi.org/10.1056/NEJMoa2307563>

2 Nauck, M. A., Quast, D. R., Wefers, J., & Meier, J. J. (2021). GLP-1 receptor agonists in the treatment of type 2 diabetes - state-of-the-art. *Molecular metabolism*, 46, 101102. <https://doi.org/10.1016/j.molmet.2020.101102>

3 Wang L, Wang W, Kaelber DC, Xu R, Berger NA. GLP-1 Receptor Agonists and Colorectal Cancer Risk in Drug-Naive Patients With Type 2 Diabetes, With and Without Overweight/Obesity. *JAMA Oncol*. 2024;10(2):256–258. doi:10.1001/jamaoncol.2023.5573

4 Klausen, M. K., Thomsen, M., Wortwein, G., & Fink-Jensen, A. (2022). The role of glucagon-like peptide 1 (GLP-1) in addictive disorders. *British journal of pharmacology*, 179(4), 625–641. <https://doi.org/10.1111/bph.15677>





“

The journey to health can begin with medication, but it is sustained through lifestyle changes,” says Dr. MacKay. “Without addressing the psychological, physical, and nutritional aspects of health, the benefits of medications like GLP-1 are unlikely to last when people stop taking the medication.”

Whole-person wellbeing support for GLP-1 success

GLP-1 drugs are just one piece of the puzzle. By integrating mental health, fitness, nutrition, mindfulness, and stress management, we unlock the full potential of these treatments and ensure sustainable health outcomes.





Whole-person wellbeing support for GLP-1 success:

Mental health

Mental health plays a vital role in weight management, influencing both the ability to lose weight and the likelihood of maintaining long-term success.

The psychological challenges that accompany significant weight loss, such as anxiety, depression, and shifts in self-perception, can significantly hinder an individual's progress. LifeSpeak's *Mental Health & Resilience* solution offers a range of expert-led resources designed to help individuals navigate these challenges to maintain their mental wellbeing while pursuing their health goals.

"Psychological wellbeing is the cornerstone of any successful weight management plan," Dr. MacKay emphasizes. "A combined approach that addresses the emotional and cognitive aspects of weight management provides the best chances for success in weight loss."

By offering mental health support, employers can help employees overcome psychological barriers that often hinder long-term success in weight management.

LifeSpeak's expansive library of mental health resources directly complements weight management strategies. Topics include the psychological aspects of weight loss, mindful eating, stress management, and emotional resilience. We recently expanded our offerings with new content on psychological strategies for weight loss, and we continue to grow our expert library to support members in achieving their weight goals.

This mental health support, combined with practical lifestyle education, ensures individuals can sustain the benefits of their GLP-1 treatments over time.

Whole-person wellbeing support for GLP-1 success:

Fitness


Regular physical activity is essential for maintaining weight loss and improving overall health.

LifeSpeak Inc.'s Wellbeats *Wellness* provides a flexible, digital fitness solution that includes live and on-demand classes, wellness challenges, and mindfulness sessions, led by certified, diverse, and relatable instructors. These resources are designed to fit seamlessly into daily routines, making it easier for individuals to stay active and engaged. Continuously updated content and feature enhancements provide members with fresh ways to incorporate fitness into their lives.


“Physical activity isn’t just about burning calories; it’s about building a foundation for a healthier life,” says Dr. MacKay. “When combined with GLP-1 treatments, regular exercise can significantly improve health outcomes and help prevent weight regain.”

Wellbeats offers a variety of classes and programs that cater to different fitness levels and preferences, ensuring that every individual can find a routine that works for them, without requiring gym memberships or expensive equipment. By actively promoting physical activity through communication strategies and offering fitness benefits, employers can enhance the effectiveness of GLP-1 drugs and contribute to the long-term wellbeing of their employees.

1 Hamasaki H. (2018). Exercise and glucagon-like peptide-1: Does exercise potentiate the effect of treatment? *World journal of diabetes*, 9(8), 138–140. <https://doi.org/10.4239/wjd.v9.i8.138>

 Studies show that exercise training, combined with GLP-1 treatment, result in greater weight loss and improvements in body composition compared to GLP-1 treatment alone¹.



 A study published through *Endocrinology, Diabetes & Metabolism* found that a balanced and nutrient-dense diet is essential for optimal GLP-1 treatment outcomes¹.



Whole-person wellbeing support for GLP-1 success:

Nutrition

Nutrition is the cornerstone of any successful weight management plan².

LifeSpeak *Mental Health & Resilience*, and Wellbeats *Wellness* both provide expert-led nutritional content that helps individuals make informed food choices, establish healthy eating habits, and understand the role of nutrition in weight management.

Our experts include registered dietitians, nutritionists, and even award-winning chefs, such as Tommy Hearn and Daniel Green. Members can also access personalized-one-on-one coaching through our Dietician Live service.

“Nutrition is the fuel that powers our bodies and minds,” Dr. MacKay states. “By providing employees with the knowledge and tools to eat well, we empower them to sustain the benefits of their GLP-1 treatments and improve their overall quality of life.”

LifeSpeak Inc.’s nutrition resources cover a wide range of topics, from understanding macronutrients and portion control to meal planning and healthy cooking techniques. These resources are designed to be practical and accessible, making it easier for individuals to incorporate healthy eating into their daily lives.

¹ Fujiwara, Y., Eguchi, S., Murayama, H., Takahashi, Y., Toda, M., Imai, K., & Tsuda, K. (2019). Relationship between diet/exercise and pharmacotherapy to enhance the GLP-1 levels in type 2 diabetes. *Endocrinology, diabetes & metabolism*, 2(3), e00068. <https://doi.org/10.1002/edm2.68>

² Lubell, Jennifer. “In age of GLP-1 agonists, food choices still matter for health.” *American Medical Association*, <https://www.ama-assn.org/delivering-care/public-health/age-glp-1-agonists-food-choices-still-matter-health>.

Whole-person wellbeing support for GLP-1 success:

Mindfulness

Mindfulness is a powerful tool that can help employees and members develop greater self-awareness, reduce stress, and foster healthier behaviors.

By cultivating the ability to be present in the moment and observe thoughts and feelings without judgment, individuals are better equipped to manage stress, improve emotional regulation, and make more mindful choices, especially around food

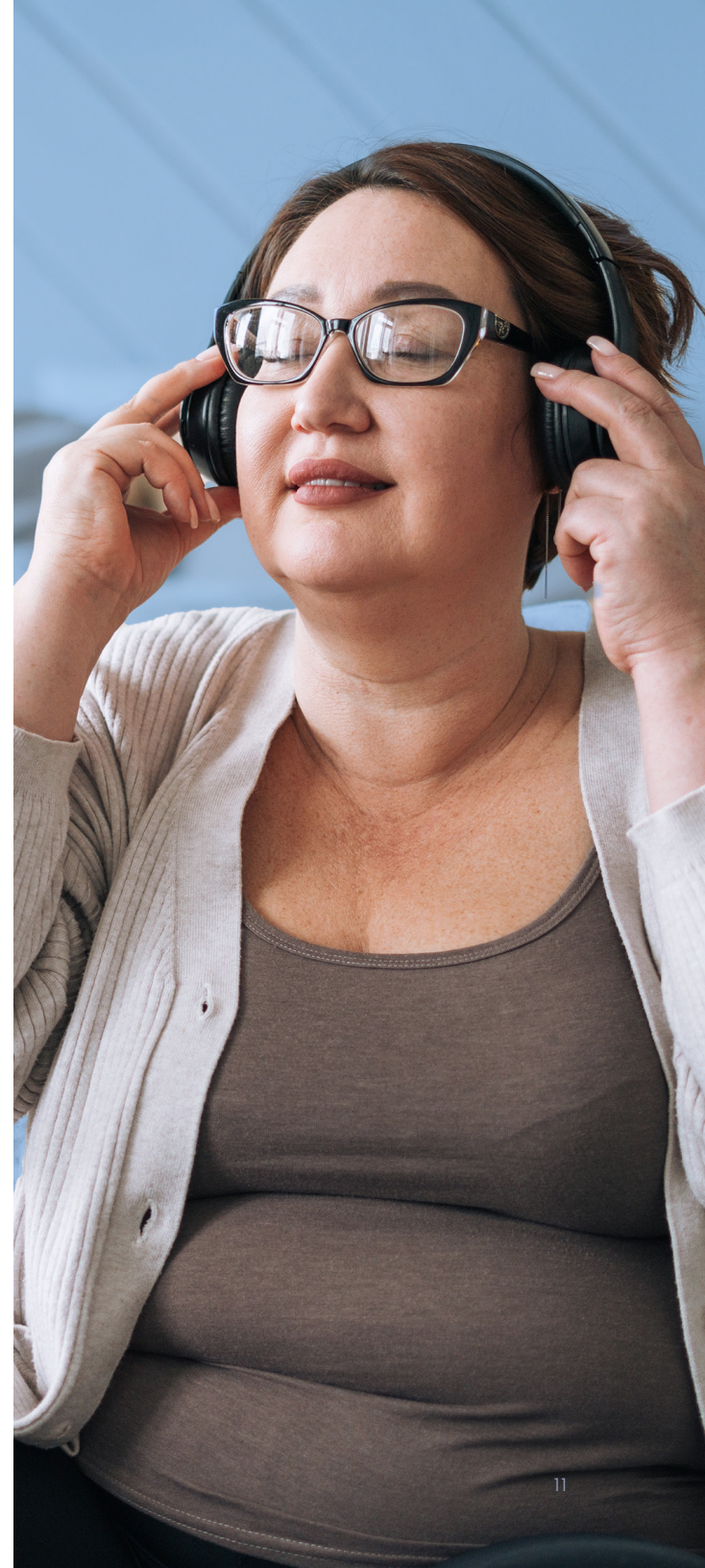
Mindfulness Education

Through our mindfulness education resources, employees and members can learn practical techniques to incorporate mindfulness into their daily routines. These educational materials provide a solid foundation for understanding how mindfulness impacts both mental and physical health, including its role in improving focus, reducing emotional eating, and enhancing overall wellbeing. By offering clear, actionable guidance, we help individuals build the skills necessary to achieve long-term success and maintain healthy habits.

Guided Meditations

Complementing our educational content, our collection of guided meditations offers practical, easy-to-follow exercises to help employees and members apply mindfulness in various aspects of their lives. For example, our **6-Min Guided Meditation: Practice to Cultivate the Skill of Mindful Eating** helps individuals develop awareness around their eating habits, promoting healthier relationships with food. These short, accessible meditations are designed to reduce stress, improve mental clarity, and foster a sense of calm—key elements in supporting weight management and overall wellbeing.

By incorporating mindfulness education and guided meditations into their daily lives, employees and members can develop the self-awareness and focus necessary to sustain positive lifestyle changes.





Whole-person wellbeing support for GLP-1 success:

Substance use

For many individuals who are turning to GLP-1 drugs, food serves as a primary coping mechanism for stress and emotional challenges.

As GLP-1 drugs reduce appetite, there is a risk that individuals may turn to other substances or behaviors to cope. LifeSpeak Inc.'s ALAViDA *Substance Use* offers evidence-based resources and personalized coaching services to help individuals develop healthier coping strategies.

“Substance use is often a symptom of deeper emotional or psychological pain,” Dr. MacKay explains. “By addressing these underlying issues, we can help individuals find healthier ways to cope, ensuring that their weight management journey is successful and sustainable.”

ALAViDA *Substance Use* provides confidential, stigma-free support that is easily accessible, helping employees address substance use in a way that fits their unique needs. By integrating substance use support with GLP-1 programs, employers can better support their employees in overcoming these challenges, leading to more successful and sustainable weight management outcomes.

Whole-person wellbeing support for GLP-1 success:

Sleep and stress management

Poor sleep and chronic stress are often overlooked yet significant factors that can sabotage weight management efforts.

Sleep deprivation disrupts the body's balance of hunger-regulating hormones, increasing levels of ghrelin (the “hunger hormone”) and decreasing levels of leptin (the “satiety hormone”). This hormonal imbalance can lead to increased appetite, cravings for unhealthy foods, and difficulty losing weight¹.

Chronic stress, on the other hand, triggers the release of cortisol, a hormone that encourages fat storage, particularly around the abdomen².

“Sleep and stress are two critical, yet often neglected, components of weight management,” Dr. MacKay explains. “Without sufficient sleep and effective stress management, the body is in a constant state of imbalance, making it much harder to achieve and maintain weight loss.”

LifeSpeak Inc. offers a range of resources to address these issues, such as **sleep hygiene education, stress management techniques, and mindfulness and relaxation practices**. These evidence-based tools help individuals improve their sleep quality and manage stress effectively, which are essential for maintaining hormonal balance and supporting weight loss efforts³.

1 Papatriantafyllou E, Efthymiou D, Zoumbaneas E, Popescu CA, Vassilopoulou E. Sleep Deprivation: Effects on Weight Loss and Weight Loss Maintenance. *Nutrients*. 2022 Apr 8;14(8):1549. doi: 10.3390/nu14081549. PMID: 35458110; PMCID: PMC9031614.

2 van der Valk ES, Savas M, van Rossum EFC. Stress and Obesity: Are There More Susceptible Individuals? *Curr Obes Rep*. 2018 Jun;7(2):193-203. doi: 10.1007/s13679-018-0306-y. PMID: 29663153; PMCID: PMC5958156.

3 Patel, S. R., et al. (2022). Sleep disturbances and obesity in adults: A systematic review and meta-analysis. *Sleep*, 45(2), 1-11.



The organizational benefits of whole-person wellbeing



The organizational benefits of whole-person wellbeing

Enhanced employee engagement and retention

As employers grapple with rising healthcare costs, they are also focused on retaining talent and reducing turnover. By offering comprehensive wellbeing programs that address physical, mental, and emotional health, employers can create a more engaged and loyal workforce.

LifeSpeak Inc.'s solutions are designed to be easily accessible and customizable, allowing organizations to tailor their offerings to meet the specific needs of their employees. "When employees feel supported in all aspects of their health, they are more likely to stay with their employer and perform at their best," says Dr. MacKay.

This approach not only enhances the effectiveness of GLP-1 programs but also contributes to overall employee satisfaction and retention. Employers who invest in their employees' wellbeing are likely to see a return in the form of increased productivity, reduced absenteeism, and higher levels of employee engagement.

By integrating LifeSpeak Inc.'s whole-person wellbeing solutions with GLP-1 coverage, employers can create a healthier, more resilient workforce that is better equipped to thrive in the years ahead.

The organizational benefits of whole-person wellbeing

Reduced healthcare spending costs

The anticipated 8% increase in employer healthcare spending in 2025 underscores the need for innovative solutions that can help control costs while improving employee health.

By integrating LifeSpeak Inc.'s whole-person wellbeing programs with GLP-1 treatments, employers can enhance the effectiveness of these medications, reduce the risk of weight regain, and support long-term health improvements.

“Investing in holistic health is not just about reducing costs; it’s about empowering individuals to live healthier, happier lives. When employers take a comprehensive approach to health, everyone wins.”

This integrated approach not only helps control healthcare costs but also fosters a culture of health and wellness within the organization. Employers who invest in their employees’ overall wellbeing are likely to see a return in the form of reduced healthcare costs, increased productivity, and higher levels of employee satisfaction. As healthcare costs continue to rise, the importance of a holistic approach to health and wellbeing will only grow.



As the healthcare landscape continues to shift, adopting a holistic and integrated approach to weight management has never been more critical.

GLP-1 drugs offer a powerful tool for managing obesity and diabetes, but their long-term success relies on the integration of lifestyle support, including mental health, mindfulness, fitness, nutrition, substance use care, and sleep and stress management.

LifeSpeak Inc. is committed to helping employers and health plans maximize their investment in GLP-1 programs by providing the resources and support needed for lasting change. By taking a comprehensive approach to health and wellbeing, employers can help their employees achieve lasting change, leading to improved health outcomes, reduced healthcare costs, and a healthier, more resilient workforce.



True health is not achieved through medication alone; it requires a commitment to lifelong habits and behaviors that support the body and mind. LifeSpeak Inc. is here to help organizations empower their employees and members on this journey to lasting change."

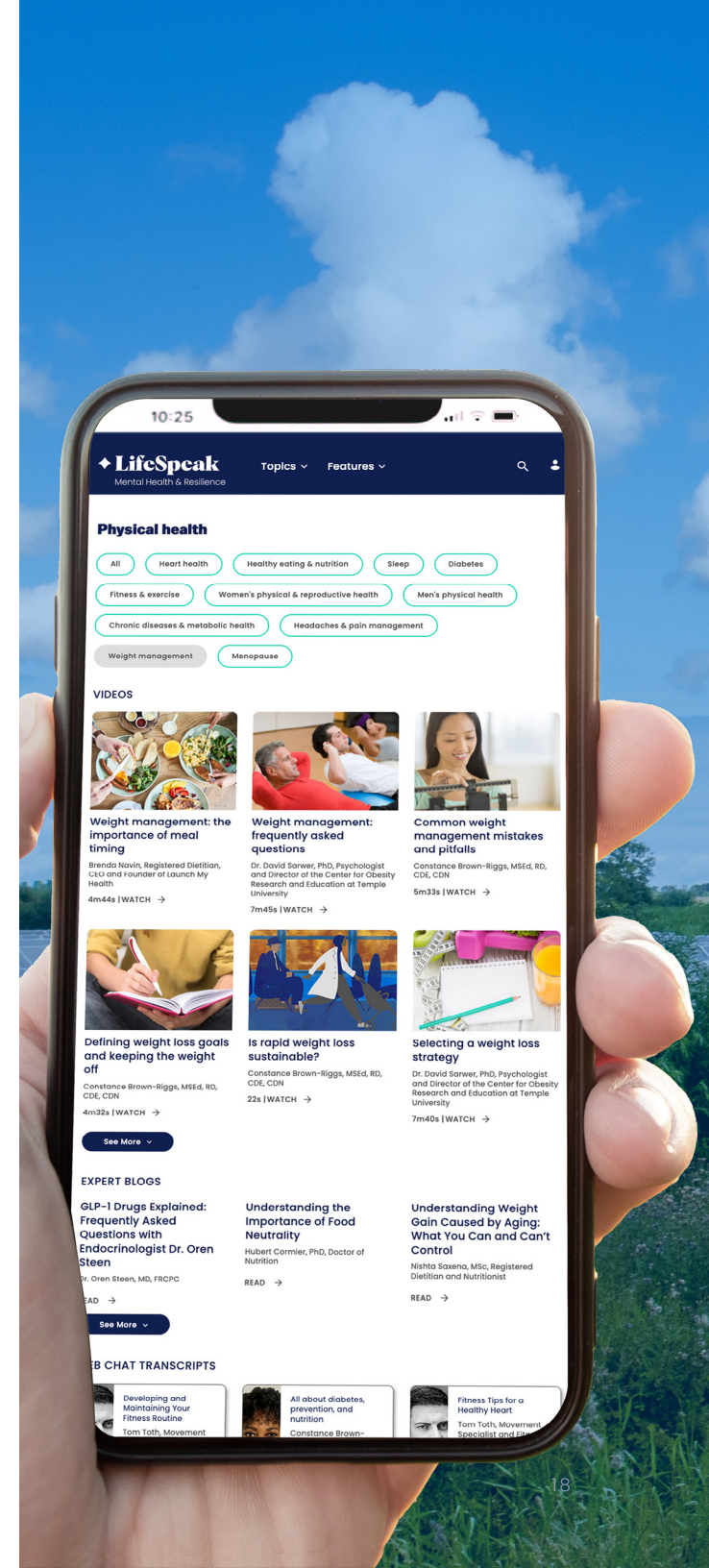
Maximize the impact of GLP-1 coverage with our ever-evolving suite of wellbeing solutions

LifeSpeak helps individuals achieve sustainable health outcomes with relevant tools, education, and resources designed to complement your GLP-1 coverage.

At LifeSpeak, we continuously evolve our expert-led wellbeing content to meet the growing needs of organizations. Our resources are not only evidence-based but also relatable, ensuring that individuals can easily connect with and apply the knowledge to their own lives. With targeted resources for those using GLP-1 medications, we provide the tools, education, and support necessary for sustainable health outcomes.

This is the same approach we take with all our expert content. We stay ahead of emerging trends and continually refresh our offerings to ensure they are relevant, engaging, and evidence-based. Here's how we do it:

- **Regular content updates and expansion:** We're constantly adding new expert-led videos, blogs, and resources to address the latest health and wellbeing topics, including mental health, fitness, nutrition, and more.
- **Short-form video content:** Throughout the year, we film new, concise videos that are easy to digest and practical for busy individuals. This format is our most popular, offering actionable advice in a format people can quickly consume.
- **Comprehensive resource library:** In addition to videos, we provide toolkits, checklists, tip sheets, and other resources created by world-class experts. These materials offer practical guidance on a wide range of wellbeing topics.
- **Evidence-based and up-to-date:** Our content is grounded in the most current research. We review and update our resources annually to ensure they reflect the latest understanding of each topic, from weight loss and mental health to stress management and beyond.



By continuously innovating and expanding our content across all facets of health and wellbeing, we empower organizations to equip their employees and members with cutting-edge tools and insights. This approach not only drives long-term, sustainable health outcomes but also tackles the ever-evolving challenges of today's dynamic workplace environment. Our adaptive solutions ensure that organizations stay ahead of emerging wellbeing trends, fostering a resilient and thriving workforce prepared for both present and future health demands.



Our weight management libraries are growing

Here is snapshot of some of the content you'll find in our wellbeing solutions to support employees and members turning to GLP-1 medications for weight management:

- GLP-1 drugs explained: frequently asked questions
- Questions to consider before deciding to take GLP-1 weight loss drugs
- Weight management: the importance of meal timing
- Common weight management mistakes and pitfalls
- Defining weight loss goals and keeping the weight off
- Gut health and weight management
- Chronic inflammation and weight management
- Getting support for your weight loss and handling setbacks
- Hormones: understanding their influence on weight
- The surprising connection between sleep and weight
- Differences between short- and long-term weight loss
- Pharmacotherapy and bariatric surgery for obesity
- My doctor told me I am at risk for diabetes, what can I do?
- Meal planning and type-2 diabetes
- The mindful plate: psychological approaches to effective weight loss
- Using exercise to manage diabetes
- 6-min guided meditation: a practice to cultivate the skill of mindful eating



Some of our experts on sustainable weight management and diabetes include:

- Dr. Terri-Lynn MacKay, Director, Behavioral Health Innovation and Service Delivery at LifeSpeak Inc.
- Dr. Oren Steen, Endocrinologist
- Brenda Navin, Registered Dietitian
- Constance Brown-Riggs, MEd, RD, CDE, CDN
- Nishta Saxena, MSc, Registered Dietitian and Nutritionist
- Dr. David Sarwer, PhD, Psychologist and Director of the Center for Obesity Research and Education at Temple University
- Amy Hess Fischl, MS, Registered Dietitian, Certified Diabetes Care and Education Specialist
- Tom Toth, Movement Specialist and Fitness Expert
- Dr. Reena Kotecha, MD, Organizational Consultant and TEDx/International Public Speaker

Our Products

◆ LifeSpeak

Mental Health & Resilience

LifeSpeak *Mental Health & Resilience* is the leading mental health solution for employers and other organizations. By combining preventative education from the world's top experts with human support, LifeSpeak *Mental Health & Resilience* makes it easy for anyone to start improving their overall wellbeing. By offering thousands of micro-learning videos and other resources that are accessible anytime, anywhere, LifeSpeak *Mental Health & Resilience* bridges the gap between unaddressed mental health challenges and clinical interventions.

◆ Wellbeats

Wellness

Wellbeats *Wellness* is the premier solution for on-demand, virtual wellness content and programming for use in corporate wellbeing initiatives that supports employees with 1400+ fitness, nutrition, and mindfulness classes and 60+ goal-based programs available anytime and anywhere.

◆ ALAViDA

Substance Use

ALAViDA *Substance Use* is the leading virtual care solution for employers, organizations, health plans, and their members, providing evidence-based resources and personalized services for anyone who would like to change their relationship with substance use. A proactive care team specialized in substance use and our innovative "Educate-Activate-Treat" approach results in effective care and enhanced confidentiality throughout.

◆ Torchlight

Parenting & Caregiving

Torchlight *Parenting & Caregiving* is the only comprehensive caregiver support solution for employers, health plans, and other organizations that speeds the connections to top expertise both digitally and through one-on-one advising and concierge services.



Request a demo today to discover how LifeSpeak Inc.'s comprehensive suite of solutions can support your entire workforce—especially those utilizing GLP-1 medications.



Whether it's expert-led content on weight management, mental health, fitness, nutrition, or other tools for a healthy and balanced lifestyle, our whole person approach ensures that your employees have the tools they need to achieve lasting health outcomes.

Because wellbeing can't wait.



Request a demo today