

**Sara Taylor Eggleston, MA, CDMS, LPC**

## **Ergonomics & Disability Management Specialist**

### **Services**

Ergonomic and Disability Management Consulting

### **Fields of Competence**

#### *Human Factors / Ergonomics*

Provide consulting in wellness, ergonomics, job analysis and accommodation; implement services; and provide training to create a healthier and more productive workforce.

#### *Disability Management Assessments*

Assess return to work, risk management, safety, and claim files to complete current state assessments; identify disability management needs; facilitate corporate commitment; develop programs; and measure results with successful implementation.

### **Experience Summary**

Ms. Eggleston has been a consultant since 1986 in the prevention and management of disability. Initially entering the field in rehabilitation counseling, she recognized the opportunity for employers to take control, and hence, greatly reduce the human and financial costs of disability. She worked for Steelcase, Inc. creating disability policy and training medical staff; for Wausau Insurance Companies developing return to work programs; and for Ernst & Young LLP servicing national clients in time loss management.

Since establishing her practice in 1996, she has worked with employers including Caterpillar, Inc., University of Michigan, PepsiAmericas, Siemens, Robert Bosch LLC, 3Com, The Northern Trust Bank, and Harris Bank/BMO to audit and enhance efforts in managing disability through return to work, management strategies, and/or ergonomics.

**Sara Taylor Eggleston**

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### **Credentials**

**Master of Arts** – Rehabilitation Counseling, Michigan State University, 1991

**Bachelor of Science** – Criminal Justice, Western Michigan University, 1985

**Certified Disability Management Specialist (CDMS)**

**Licensed Professional Counselor (LPC)** (Illinois & Michigan)

### **Presentations and Publications**

(sampling)

- Association of Legal Administrators (ALA)– “Ergonomics – Minimizing Lost Productivity” and “Low Cost Ergonomic Solutions,” Chicago 2010, 2003, and Grand Rapids 2004
- Safety + Health Magazine – “Managing off-the-job injuries,” October 2004
- International Facility Management Association (IFMA) – “Ergonomic Nuts and Bolts,” 2004
- National Safety Council – “Ergonomics for Small Business,” Co-facilitator 2003
- Workforce Magazine – “The Soaring Costs of Workers Comp,” February 2003
- City of Chicago Mayor’s Office of Special Events, “Home Office Ergonomics,” 2001, 2002, 2003
- The Illinois Self-Insurers - Creative Return to Work and Disability Prevention Concepts”, 2000
- Ergonomic Evaluations Yield Happier, Healthier, More Productive Employees At Low Cost, “Employee Benefit Plan Review” – March 2000, No. 9
- Merchandise Mart Properties, inc. – “Ergonomics – A Healthy Partnership”, 1999 & 2000
- Employee Benefit Plan Review “Employers Must Take Responsibility for Disability Management,” March 1999

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## **Key Projects**

Serviced nearly 1,000 employees in multiple organizations with individualized ergonomic assessments to improve health and prevent disability.

Provided group and individualized training to empower employees on how to safely perform their work, change work habits and postures, and modify their work environments.

Maintain an over 95 percent success rate in employees reporting reduced or eliminated systems as a result of participating in ergonomic assessments and a 98 percent success rate in improved employee comfort.

Created client specific early reporting strategies to prevent symptomatic employees from becoming disabled.

Coordinated and trained office product and furniture suppliers to positively interface with corporate ergonomic service providers, employees, and contracted vendors.

Reviewed proposed architectural and interior designs to ensure the finished plans result in healthy work environments.

Provided train-the-trainer workshops for clients to enhance internal ergonomics, facility management, purchasing decisions, and fitness services. Training included workstation design, end-user ergonomic training, disability accommodation, internal assessments, documentation, and product selection.

Consulted with manufacturing customers to develop disability management programs. For one client, reduced direct workers' compensation costs from 6 to 3 percent of payroll.

Developed programs and procedures that resulted in 90 percent reduction in lost time and costs for client employers.

Established procedures for corporate rehabilitation program to transition internal and community placement of permanently restricted employees. Resulted in 90% employee retention and 100% case resolution.

## **Additional Training**

- Facilitators Leadership Training
- Organizational Change Management & Techniques
- Loss Control Human Factors Engineering
- Insurance Claim Training
- Occupational Ergonomics & Job Accommodations
- The Americans with Disabilities Act

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