

Leading for Well-being



Background

Wellness@Work has partnered with Excellence Canada and Human Resources (Learning & Development) to launch a new leadership program at U of G that fosters cross-campus collaboration and the development of leadership competencies that promote the health and wellness and personal success of employees. *Leading for Well-being* is a two-day program that will build a community of U of G leaders with an enhanced capacity to further cultivate a psychologically healthy and safe workplace for employees.

The Wellness@Work survey results highlighted an opportunity to focus on organizational culture, clear leadership and expectations, workload management and growth and development. *Leading for Well-being* will aim to improve these psychosocial factors across the institution, by equipping leaders with the skills and confidence they need to positively influence change.

Excellence Canada's learning topics have been developed through a wellness lens and will focus on community building, change and transition, fostering strong relationships, authentic leadership and more. Research shows that leaders can have a profound impact on employee well-being and by enhancing their personal leadership skills, leaders are better equipped to support their own wellness.

Program Goals

- Connect and develop highly skilled leaders from all areas of the organization in a variety of leadership positions, irrespective of their job title or years of service through a supportive environment.
- Provide an opportunity for leaders to learn collaboratively with others through the exploration of leadership models, ideas and topics, while discussing real problems and sharing potential solutions.
- Build a community within which leaders feel comfortable to reach out to one another and share ideas, share their experiences, and together co-create new solutions to enhance their services and relationships.
- Develop confidence for leaders in their own ability to influence positive change within their work areas to create more psychologically healthy and safe work environments.
- Provide an opportunity for a cross-section of University of Guelph leaders to gain valuable insight and perspective from the Senior Executives that will give context and focus for their learning.
- Create a feedback loop to the Senior Executives whereby the unique perspectives, ideas and insights that the leaders gain as part of their collaborative learning can be shared with Senior Executives for their consideration.



IMPROVE LIFE.

Program Structure

Senior Executives will be invited to share recommendations for the retreat participants that will provide context and focus to the participants' learning. Insights will be collected to share with participants during the retreat program.

Faculty and staff in leadership positions or individuals who have influence in the organization and consider themselves leaders are invited to apply. Leaders may include roles such as Senior Leader (Dean, AVP, Associate Dean), Union Leader, Chair, Director, Supervisor, Manager or thought leader.

Successful candidates will participate in a 2-day retreat at the University of Guelph Arboretum in either a January or May cohort.

During the retreat, participants will learn about a variety of different leadership topics facilitated by Adam Stoehr, Vice-President Education and Research at Excellence Canada and Linda Watt, Director of Human Resources (Learning & Development) at University of Guelph. Each new topic will start with an interactive lesson about a collaborative leadership model, idea, or topic. There will be facilitated time and space for the group of leaders to discuss challenges and opportunities they are facing and share ideas on how they can approach them with wellness in mind. Leadership Impact Assignments will be introduced and worked on by teams of leaders throughout the 2-day retreat.

Examples of session topics during the 2-day retreat may include:

- What is Collaborative Leadership?
- Leadership Styles
- Building Stronger Relationships
- Developing your Leadership Brand
- Vision to Goals Linkage
- Leading Innovation
- The Pursuit of Excellence: Its Impact on Jobs
- Leadership Exchange Model

These learning topics have been selected to complement the existing leadership opportunities offered for faculty and staff through Human Resources Learning & Development and Wellness@Work.

After the *Leading for Well-being* retreats have wrapped up, participant insights, perspectives and ideas regarding leadership and wellness will be shared back with the Senior Executives.

Important Dates

- **December 7th, 2018:** All application forms due.
- **December 21st 2018:** All applicants will be notified if they have been accepted into the program and if so, which retreat they are invited to participate in.
- **January 21st and 22nd 2019:** 2-day retreat for successful applicants at the Arboretum.
- **May 27th and 28th 2019:** 2-day retreat for second group of successful applicants at the Arboretum.

Application Process

As a limited number of employees are able to participate in this free program, there is a short application form and a sub-committee from the Wellness@Work Advisory Committee will review the applications blindly. A cross-section of leaders from different areas of the institution will be selected to meet the goals of the program. All applications will be confidential.

Interested candidates are asked to complete the attached application form by December 7th, 2018 and submit to sjoosse@uoguelph.ca or deliver to Human Resources with attention to Sarah Joosse.

Successful candidates will receive their invitation to join one of the 2-day retreats by December 21st 2018.

Questions

If you have questions about this program, please contact Sarah Joosse at sjoosse@uoguelph.ca or call extension 56705.

Leading for Well-being Application Form



Name: _____

Email Address: _____

Job Title: _____

Department: _____

Role:

Senior leader (Dean, AVP, Associate Dean, Registrar, etc.)

Union leader

Chair

Director

Supervisor/manager

Thought leader/person of influence

Other. Please specify: _____

1. How have you demonstrated leadership in wellness at U of G in your current role and what was the impact?



2. What do you aspire to accomplish as a U of G leader and champion for wellness in the future and how do you foresee this program helping you get there?

3. In your opinion, why is collaborative leadership key to creating a healthy workplace culture?

To participate in this program, you must commit to fully participating in a 2-day retreat in either January or May. Please confirm your availability for these dates below and put a hold in your calendar while the committee reviews the applications.

2-day retreat- January 21st and 22nd

2-day retreat- May 27th and 28th

Applicant Signature: _____

Thank you for your interest! All applicants will be notified if they have been accepted into the program by December 21st, 2018.