**Wellness@Work 2019-2022 Strategic Plan Summary**

* **VISION:** **A thriving workforce, organization, and community**

**Evaluate Wellness@Work initiative on a regular basis**

* Redeploy Wellness@Work survey
* Establish and monitor metrics
* Enhance program evaluation

**Ensure awareness of the initiative among all employees**

* Maintain Wellness@Work website
* Establish and monitor communications metrics
* Develop and implement communications plan for relevant initiatives

**Enhance/support Wellness@Work Champions**

* Share with and receive information from Champions
* *Leading for Well-being* program

**Support departmental wellness plans**

* Facilitate knowledge exchange

**Build strategic linkages**

**Enable leaders to support employee wellness**

* Create and share toolkits and training modules

**Partner in employee-related Okanagan Charter initiatives**

**Provide employee wellness programming at work**

* Support programming committee
* Provide Wellness@Work Grants
* Identify and reduce barriers
* Develop partnerships
* Facilitate knowledge exchange

**Workplace policies and practices support wellness**

* Wellness policy review template and toolkit

**Improve Wellness@Work survey opportunities for growth**

* Workload management
* Growth and development
* Clear leadership & expectations

**Share organizational health strengths**

* Identify, communicate and celebrate strengths

**While ongoing work occurs for all employees, address wellness gaps among:**

* Faculty
* Shift workers
* U of G Humber
* Ridgetown/Research Stations

**Continuously improve and evaluate the wellness culture at the University of Guelph**

**Build wellness leadership capacity at all levels of the organization**

**Provide all employees with opportunities to be and stay well**

**Prioritize and enhance organizational psychological health**

* **GUIDING PRINCIPLES:**
* All areas of the University of Guelph comprehensively support the well-being of the whole person
* The University of Guelph and all employees share responsibility for supporting the well-being of the whole person and providing a vibrant campus that is inclusive and respectful, where everyone is valued.
* The University of Guelph’s customized, evidence-based Wellness@Work strategic plan harnesses the strengths, unique capacities and broad interdisciplinary knowledge of staff, faculty, and students.
* The University of Guelph supports serving others, supporting people locally and beyond
* **GOALS:**