

Example Past Initiatives:

- WE-I (Emotional Intelligence) Assessments with follow-up team facilitation on outcomes and working practices.
- Various customized facilitations related to topics such as leadership development, team building, interpersonal relationships and more.
- Post-doc appreciation week events incorporating peer networking headshots, and opportunities for team building related to specific challenges post-docs experience.



Wellness @Work

Grant Program: Learning & Development Training

Description of Grant (\$2000 max): Initiatives that enhance employee growth and development and strengthen leadership development directly contributing to employee engagement and wellbeing.

The Benefits

- Investing in learning and organizational development (L&D) strengthens leadership and professional capabilities, builds engagement and collaboration, and increases change readiness (Wardhani et al., 2025).
- L&D outcomes improve institutional effectiveness and support faculty and staff health and well-being by building psychological safety and a sense of belonging through peer support, reflective dialogue, and participative leadership (Fullan & Scott, 2009; Mani & Mishra, 2025).
- Prioritizing faculty and staff development strengthens the quality of teaching and service, improves student engagement and retention, and promotes well-being (Halat et al., 2023).
- Learning and development initiatives that strengthen supportive leadership, psychological safety, role clarity, and sustainable workload practices lead to higher engagement, lower burnout, and stronger institutional performance (Clarke et al., 2024).
- Learning to enhance professional capabilities, which is closely linked to the job's professional demands, benefits well-being in addition to developing professional expertise (Watson et al., 2018).

Key Considerations

Connect with the Learning & Organizational Development team at landd@uoguelph.ca for support in:

- Identifying training needs.
- Assessing if internal consulting services can be offered to offer a customized training related to growth and development.
- Leveraging existing internal offerings or recommending external experts to support with training.