

# Wellness@Work 2019-2022 Strategic Plan Summary



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

⇒ **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:**

## Prioritize and enhance organizational psychological health

### 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

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

### 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

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

### 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

## Continuously improve and evaluate the wellness culture at the University of

### 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