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