



HERO'S VISION, GOALS AND RESEARCH AGENDA

HERO is a member-driven organization with an “intellectual co-op feel” where our committees lead our learning opportunities, including conducting research. This 2016 Annual Report of Accomplishments details how we share best practices, advocate for improvements in the field and provide practical solutions for employers who

share our commitment to supporting health and well-being for employees, families and communities. In this annual report, we present our 5-Year Strategic Plan (2016-2020) and describe activities in research, education and outreach designed to advance our strategic goals. Here is a graphical summary of our plans, goals and research agenda:

VISION	All workplaces will positively influence the health and well-being of employees, families and communities		
PURPOSE	Advancing health, well-being and performance through employer/employee leadership		
GOALS	Increase Collaboration Build more partnerships with organizations who are also leading in the advancement of employee health. Sustain HERO's smart growth and high HERO Forum participation/satisfaction.	Advance Best Practices Disseminate evidence informed best practices in the workplace that improve health and well-being. Publish research and consensus papers. Increase research in individual level satisfaction with wellness program.	Promote Well-being Increase workplaces' capacity for promoting well-being and a culture of health. Increase completions of HERO Health and Well-being Best Practices Scorecard in Collaboration with Mercer.
RESEARCH PRIORITIES	Culture of Health Exploring the role of employee health and well-being (HWB) to influence a workplace culture that drives business success, including assessing associations between organizational culture, HWB, and business performance.	Sustainability Understanding how organizations assess and advance workforce health and well-being alongside broader sustainability efforts that positively influence the enterprise, its people, and the surrounding environment.	Workforce Performance Identifying health and well-being (HWB) best practices and demonstrating the relationships between workforce HWB efforts, strategic business performance objectives, and individual employee performance.
2016/2017 ACTIVITIES	<ol style="list-style-type: none"> Culture of Health Study Committee Publication of Definitions & Elements Review of Published Research Culture of Health Case Studies Engagement Study Committee Engagement Environmental Scan RWJF Culture of Health Measures Reports 	<ol style="list-style-type: none"> Employer-Community Collaboration Study Committee Healthy Workplaces Healthy Communities Website The Well-being Issue of <i>The Art of Health Promotion</i> 	<ol style="list-style-type: none"> Workplace Performance Study Committee HERO Scorecard Stock Performance Study Published in <i>JOEM</i> International HERO Scorecard Measurement Standards Beta Test Wearables in Wellness Case Studies Physical Inactivity Publications
VALUES	We Lead through Collaboration	We Pursue Excellence	We Act with Integrity