

HERO Strategic Plan and Research Agenda - 2018 Update



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 partnerships with organizations who are also leading in the advancement of employee health. Sustain HERO's smart growth and high participation/satisfaction in HERO Think Tank and Forum activities. Partner to disseminate and advance adoption.

Advance Best Practices
Disseminate evidence informed best practices in the workplace that improve health and well-being. Publish research and consensus papers as well as translate research into practical guidance and tools. Increase research in individual level satisfaction with wellness programs.

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.

THEMES

Engagement
Equity
Leadership Support
Psychological Safety/Trust

Healthy Workplaces & Communities
Measurement & Evaluation
Social Determinants of Health

Best Practices
Incentives
Mental Well-Being
Physical Activity

VALUES **We Lead Through Collaboration** **We Pursue Excellence** **We Act with Integrity**

ACTIVITIES TO ADVANCE RESEARCH AGENDA - 2018 Update



RESEARCH PRIORITIES	<h3>Culture of Health</h3> <p>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.</p>	<h3>Sustainability</h3> <p>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.</p>	<h3>Workforce Performance</h3> <p>Identifying health and well-being (HWB) best practices and demonstrating the relationships between workforce HWB efforts, strategic business performance objectives, and individual employee performance.</p>
2016 - 2018 ACTIVITIES	<ol style="list-style-type: none"> 1. Culture of Health Committee 2. Culture of Health Definitions & Elements 3. Review of Published Research (<i>AJHP</i>) 4. Culture of Health Case Studies 5. Engagement Committee 7. Culture of Health issue of <i>TAHP</i> 8. Think Tanks & Webinars on culture 	<ol style="list-style-type: none"> 1. HWHC Study Committee 2. HWHC Website (get-HWHC.org) 3. Sustainability Issue of <i>TAHP</i> 4. Business Case for Corporate Investment in Community Health (<i>JOEM</i>) 5. Built Environment Issue of <i>TAHP</i> 	<ol style="list-style-type: none"> 1. Workplace Performance Committee 2. HERO Scorecard Stock Performance Study (<i>JOEM</i>) 3. International HERO Scorecard 4. Physical Activity Resources 5. Mental Well-being Webinars 6. Think Tanks on mental well-being
WORK IN PROGRESS	<ol style="list-style-type: none"> 1. Culture of Health Study Committee 2. Culture of Health Case Studies 3. Culture Case Study Analysis 4. Engagement Study Committee 5. Engagement Definitions/Measures 6. Engagement Influencers/Outcomes 	<ol style="list-style-type: none"> 1. Dashboard Project 2. HWHC Study Committee 3. HWHC Case Studies 4. Social Determinants of Health White Paper 	<ol style="list-style-type: none"> 1. Incentives Research Study 2. HERO Scorecard Research Study 3. Physical Activity Consensus Papers 4. Mental Well-being Case Studies 5. Workplace Performance Study Committee 6. Policy Committee

ACTIVITIES

Education

Measurement

Research/Studies