

HERO Strategic Plan and Research Agenda - 2019 Update



VISION All workplaces will positively influence the health and well-being (HWB) 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
Explore the role of employee HWB to influence a workplace culture that drives business success, including assessing associations between organizational culture, employee HWB, employee engagement and business performance.

Sustainability
Understand how organizations collaborate with community partners to advance workforce HWB alongside broader sustainability efforts that positively influence the enterprise, its people, and the environment. Understand the influence of social determinants of health on HWB outcomes.

Workforce Performance
Identify best practices that characterize high performing HWB initiatives and demonstrate how a comprehensive approach to workforce HWB advances strategic business performance objectives as well as individual employee performance.

THEMES

Engagement
Equity
Leadership Support
Psychological Safety/Trust

Healthy Workplaces & Communities
Measurement & Evaluation
Social Determinants of Health
Sustainable workplace HWB initiatives

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 - 2019 Update



<p>RESEARCH PRIORITIES</p>	<p>Culture of Health (CoH) Explore the role of employee HWB to influence a workplace culture that drives business success, including assessing associations between organizational culture, employee HWB, employee engagement and business performance.</p>	<p>Sustainability Understand how organizations collaborate with community partners to advance workforce HWB alongside broader sustainability efforts that positively influence the enterprise, its people, and the environment. Understand the influence of social determinants of health on HWB outcomes.</p>	<p>Workforce Performance Identify best practices that characterize high performing HWB initiatives and demonstrate how a comprehensive approach to workforce HWB advances strategic business performance objectives as well as individual employee performance.</p>
<p>2016 - 2019 Publications</p>	<ol style="list-style-type: none"> 1. Culture of Health Definitions & Elements 2. Systematic Review of CoH Research 3. Culture of Health Case Studies 4. Engagement Definitions/Measures 5. Culture of Health issue of <i>TAHP</i> 6. Think Tanks & Webinars on culture and employee engagement 	<ol style="list-style-type: none"> 1. HWHC Website (get-HWHC.org) 2. HWHC Case Studies 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> 6. Social Determinants of Health White Paper 	<ol style="list-style-type: none"> 1. HERO Scorecard Stock Performance Study (<i>JOEM</i>) 2. International HERO Scorecard 3. Physical Activity Resources 4. Mental Well-being Webinars & Think Tanks 5. HERO Scorecard Research Study 1 (<i>JOEM</i>) 6. Physical Activity issue of <i>TAHP</i> 7. Guidance to EEOC on Voluntariness
<p>WORK IN PROGRESS</p>	<ol style="list-style-type: none"> 1. Culture of Health Study Committee 2. Culture of Health Case Study Analysis 3. Engagement Study Committee 4. Engagement Influencers/Outcomes 5. Employee Experience Committee 	<ol style="list-style-type: none"> 1. Dashboard Project 2. HWHC Study Committee 3. HWHC Case Studies 4. Social Determinants of Health in <i>TAHP</i> 	<ol style="list-style-type: none"> 1. Incentives Research Study 2. HERO Scorecard Research Study 2 3. Mental Well-being Case Study Analysis 4. Workplace Performance Committee 5. Policy Committee

<p>ACTIVITIES</p>	<p>Education</p>	<p>Measurement</p>	<p>Research/Studies</p>
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