

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 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 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.

2016 - 2018 ACTIVITIES

1. Culture of Health Study Committee
2. Publication of Definitions & Elements
3. Review of Published Research
4. Culture of Health Case Studies
5. Engagement Study Committee
6. Engagement Environmental Scan
7. Culture of Health issue of *The Art of Health Promotion*

1. Healthy Workplaces, Healthy Communities Committee
2. Healthy Workplaces Healthy Communities Website
3. Sustainability Issue of *The Art of Health Promotion - in press*
4. JOEM article on RWJF study findings

1. Workplace Performance Study Committee
2. HERO Scorecard Stock Performance Study (*JOEM*)
3. International HERO Scorecard
4. Physical Inactivity Resources
5. HERO Scorecard Engagement and Retention Study - in progress

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