

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	<p>Increase Collaboration</p> <p>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.</p>	<p>Advance Best Practices</p> <p>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.</p>	<p>Promote Well-being</p> <p>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</p>
RESEARCH PRIORITIES	<p>Culture of Health</p> <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>	<p>Sustainability</p> <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>	<p>Workforce Performance</p> <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"> Culture of Health Study Committee Publication of Definitions & Elements Review of Published Research Culture of Health Case Studies Engagement Study Committee Engagement Environmental Scan Culture of Health issue of <i>The Art of Health Promotion</i> 	<ol style="list-style-type: none"> Healthy Workplaces, Healthy Communities Committee Healthy Workplaces Healthy Communities Website Sustainability Issue of <i>The Art of Health Promotion</i> JOEM article on RWJF study findings 	<ol style="list-style-type: none"> Workplace Performance Study Committee HERO Scorecard Stock Performance Study (<i>JOEM</i>) International HERO Scorecard Physical Inactivity Resources HERO Scorecard Engagement and Retention Study - in progress
VALUES	We Lead Through Collaboration		We Act with Integrity