



## **HEROForum19**

Portland, Oregon | Sept 10-12, 2019

### **Thriving Organizations: Achieving Well-Being through Collaboration**

Our inalienable rights in America are life, liberty and the pursuit of happiness. How well has the workplace-based health and well-being movement in America helped us to achieve this inspired guarantee? HERO specializes in featuring exemplary companies and ground-breaking health promotion professionals who consider our shared mission to be nothing less than achieving well-being for all. Liberty and independence has been cast by some as best achieved when we are shielded from the intrusion of others. But others believe that well-being can only become accessible for all through collective efforts. And related to this, where past iterations of progress in worksite wellness were judged according to individual health improvement, our field is now well positioned to judge our effectiveness at enhancing organizational level well-being and even according to our impact on society.

#### **From cooperation to collaboration**

HEROForum19 will feature partnerships that have defied traditional boundaries. As always, we will feature leaders, organizations and experts who believe that healthy cultures are prerequisites to health for individuals. But this year we will focus on those who profoundly embrace the need for collaboration across disciplines and sectors to affect change. We will feature collaborations in three domains:

- Within organizations: Exemplary cases of inter-organizational collaborations between departments such as wellness, facilities management, leadership and organizational development, safety, strategic planning, quality improvement and others.
- Between Professional Disciplines: Successful examples of collaborations between experts such as public health, economics, technology development, medicine, architecture, futurists, geographers, social scientists, community organizers and more.
- Across sectors: Extraordinary partnerships between public/private sectors, for profit/non-profit organizations, governmental and non-governmental agencies and more.

Health and well-being professionals often work independently within their organizations, or departments, rather than collaborating with colleagues representing other functions, such as employee assistance, organizational development, leadership development, wellness, occupational health and safety and facilities management. Different experts have different

responsibilities and accountabilities, departments have separate budgets and teams have histories and traditions to uphold. But what happens at the organizational level when we all rally toward a common purpose rather than stall out over the usual competition for resources? As always, Forum19 intends to challenge our usual thinking. We will reframe this typical question: “How must we cope with our workplaces and society in order to reach our potential?” Instead we will ask: “How can we co-create workplaces and a society that enable us all to thrive?”

### **From productivity to thriving**

Contemporary health promotion is variously about improving individual health, wellness, well-being, happiness and engagement. Thriving organizations are also driving advancements in culture, gratitude, companionate love and systemic approaches to psychological health and emotional safety. Thriving organizations get high scores from their employees on perceptions of organizational support. Some organizations are even bent on playing an active role in helping their colleagues live a more purposeful life. When HERO brings us together to reflect on how we are doing as a profession, it behooves us to consider how the trending use of all of these ideas reflect growing ambitions for our field along with what shifts in priorities are occurring in our field. Can we do it all? Forum19 answers that question by asking whether goals should be judged according to how much collaboration is needed to achieve them. Our hypothesis is the grander our goals, the more inspired the guarantee, the more vital collaborations become. We look forward to testing this idea... together!

### **Forum19 Breakout Session Tracks**

1. Integration and collaboration to advance well-being
  - a. Integrating services to improve behavioral health
  - b. Employer/Community collaborations that advance well-being
  - c. Connecting organizational development, leadership development and employee well-being
2. Psychologically healthy workplaces
  - a. Positive psychology, thriving organizations and individual behavior change
  - b. The psychologically safe organization
3. Skill building and motivation for behavior change
  - a. Innovations in coaching
  - b. New ideas and new uses for old ideas in health and well-being
4. Achieving health equity
  - a. Achieving equity in health and well-being
  - b. “Techquity”: Using technology to reduce health disparities
  - c. Measures that matter in promoting health for all
5. Metrics and dashboards that connect health and well-being to business measures
  - a. Measures that matter from the C-Suite to the shop floor
  - b. Use of dashboards that reflect integration across functions or disciplines