### 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
<table>
<thead>
<tr>
<th>Increase Collaboration</th>
<th>Advance Best Practices</th>
<th>Promote Well-being</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>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.</td>
<td>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</td>
</tr>
</tbody>
</table>

### RESEARCH PRIORITIES
<table>
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<tr>
<th>Culture of Health</th>
<th>Sustainability</th>
<th>Workforce Performance</th>
</tr>
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<td>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.</td>
<td>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.</td>
<td>Identifying health and well-being (HWB) best practices and demonstrating the relationships between workforce HWB efforts, strategic business performance objectives, and individual employee performance.</td>
</tr>
</tbody>
</table>

### 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

**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

| RESEARCH PRIORITIES | 1. Culture of Health Committee  
|                     | 2. Culture of Health Definitions & Elements  
|                     | 3. Review of Published Research (AJHP)  
|                     | 4. Culture of Health Case Studies  
|                     | 5. Engagement Committee  
|                     | 7. Culture of Health issue of TAHP  
|                     | 8. Think Tanks & Webinars on culture  

| 1. HWHC Study Committee  
| 2. HWHC Website (get-HWHC.org)  
| 3. Sustainability Issue of TAHP  
| 4. Business Case for Corporate Investment in Community Health (JOEM)  
| 5. Built Environment Issue of TAHP  

| WORK IN PROGRESS | 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  

| 1. Dashboard Project  
| 2. HWHC Study Committee  
| 3. HWHC Case Studies  
| 4. Social Determinants of Health White Paper  

| 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**

- HWHC Study Committee
- HWHC Website (get-HWHC.org)
- Sustainability Issue of TAHP
- Business Case for Corporate Investment in Community Health (JOEM)
- Built Environment Issue of TAHP

**Measurement**

- Dashboard Project
- HWHC Study Committee
- HWHC Case Studies
- Social Determinants of Health White Paper

**Research/Studies**

- Incentives Research Study
- HERO Scorecard Research Study
- Physical Activity Consensus Papers
- Mental Well-being Case Studies
- Workplace Performance Study Committee
- Policy Committee