

SAMPLE Wellness Program Strategic Plan (*subject to change with revisions, timeline discussions and feedback from wellness champions)

Corporate Goals	Wellness Goals	Wellness Program Pillars	Ongoing Initiatives	Other Initiatives [*tbd with Wellness Champions]	Comments, Notes, Additions
Strengthening Our Corporate Culture	Building a healthy culture	Effective Communication	<u>Ongoing initiatives</u> – email, posters, wellness committee, staff re-caps, QMM, company newsletters	<ul style="list-style-type: none"> Wellness committee members will be now referred to as <u>Wellness Champions</u>. EWSNetwork will provide wellness champions water bottles. QMM on a scheduled basis Quarterly staff meeting re-caps Other 	
		Initiatives to Engage Employees	<u>Ongoing initiatives</u> – health coaching, group events, awareness materials, virtual campaigns, promotions, walk arounds, spot consultations, staff meeting presentations	<ul style="list-style-type: none"> Speaker Series –To include EWSNetwork presenters or community strategic affiliates on topics of interest. Specialty Promos – via community affiliates [Naturopaths, Massage, other demos] Team Building – FUN event Walking Group toward charity events, other office events 	
Building/ Maintaining a Productive Workforce	Maintaining healthy, productive, less stressed employees	Visibility and Value	<u>Ongoing initiatives</u> – walkarounds, promotion days, wellness consultant’s presence, stretch break initiative, LNLs, postings, wellness committee minutes, reporting	<ul style="list-style-type: none"> Community and National [Benefits Canada] workplace wellness awards submissions. Heightened presence of “what’s happening” [month at a glance calendars, consultant walkarounds, quarterly events, health fair, smoothies, healthy meals and snacks, stretch breaks, de-stress events, etc..]. Culture-based initiatives/policies [healthy food options at all meetings, cut the junk baskets, wellness program memos presented at all team meetings, healthy vending machines, etc..]. Mission Statement creation and posting by wellness champions. Wellness – hub for other Benefits Offerings, corporate discounts 	
Engagement and Inclusivity	Staff and management value the program	Assessment and Reporting	<u>Ongoing Initiatives</u> – quality control measures (consultation satisfaction surveys), check ins, consultant management protocols, snapshot OR semi-annual reporting participation and event reporting, annual HRA report	<ul style="list-style-type: none"> Reporting features and frequency to include feedback from management [participation rates, topics of discussion, results, testimonials, others]. Annual HRA – new version in 2016 Wellness Program Suggestion Box [virtual or physical] to be implemented. 	