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

Corporate Goals	Wellness Goals	Wellness Program Pillars	Wellness Initiatives	Action Items	2016 Q1	Q2	Q3	Q4	2017 Q1	Q2	Q3	Q4
Strengthening Our Corporate Culture **Building/ Maintaining a Productive Workforce**	**Building a healthy culture** **Maintaining healthy, productive, less stressed employees**	***Effective Communication***	Initiatives – email, posters, wellness committee, staff re-caps	• Communication procedures – who, what, how • Use of media boards for enhanced communication and visibility. Who and by when? • Re-cap memos – Who and by when? • Wellness champion meetings								
		Initiatives to Engage Employees	Initiatives – health coaching, group events, awareness materials, virtual campaigns, promotions, walk arounds, spot consultations, staff meeting presentations	• Health Fair – one-three day event – TBD for summer/fall 2015 • Speaker Series – quarterly basis [tbd]. To include community strategic affiliates on topics of interest. • Specialty Promos – via community affiliates [Naturopaths, Massage, other demos] • Team Building/Healthy Culture – FUN event • Exercise classes, others? • Connect with social committee?								
		Visibility and Value	Initiatives – walkarounds, promotion days, stretch break initiative, LNLs, postings, wellness committee minutes, reporting	• Heightened presence of “what’s happening” [month at a glance calendars, champion walkarounds, quarterly themes, other?] • Interactive activity during/after/before Staff mtgs [every other/quarterly] • Culture-based initiatives/policies [healthy food options, cut the junk baskets, wellness program memos presented at all team meetings, healthy vending machines, etc..]. • Posting of Wellness Champions – where? • Posting of wellness program vision/mission statements by wellness champions. • Awards and recognition for being a Healthy Workplace?								
Engagement and Inclusivity	**Staff and management value the program**	***Assessment and Reporting***	Initiatives – quality control measures (participation/ satisfaction surveys), check ins, reporting participation and event reporting, annual HRA report	• Reporting features and frequency to include feedback from Management [participation rates, topics of discussion, results, testimonials, others]. • Wellness Program Suggestion Box [virtual or physical] to be implemented								