SAMPLE Wellness Strategy

Corporate Goals	Wellness Goals	Pillars	Initiatives New	Details	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Employer of Choice		Effective Communication	New wellness committee													
	Building a healthy culture	(Ongoing initiatives- email, posters, wellness committee)	Senior management support							-						
			Staff meeting/re-caps													
		Initiatives to Engage Employees	Health Fair	One day or over a few days												
		(Ongoing initiatives – health coaching, group events, awareness/virtual campaigns)		Added value												
			Quarterly presence	Speaker or promo day or social event/wellness piece												
			Specialty events	Massage demos, community affiliates [walking/running groups]												
			Team building event	Corporate challenge, team rally, scavenger hunt, stay-cation day												
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Building/ Maintaining a Productive Workforce The right thing to do for our staff - recognition			Other reporting factors	Participants working on what areas												
		Assessment and Reporting (Ongoing Initiatives – quality control measures (consultation satisfaction surveys), random check ins, consultant management protocols, snapshot OR semi-annual reporting participation and event reporting, annual HRA report		# of times participants are engaging												
				with Leah												
				Month to month rates												
	Individually-			Testimonials												
	tailored program supporting comprehensiv e strategy		Wellness Program Suggestion box	Other?												
				Virtual or physical												
		Visibility	Awards submission	Benefits Canada, other Oakville- based ones?												
		(Ongoing initiatives – walkarounds, promotion days, Leah's presence, LNLs, postings, reporting on participation]	Presence of "what's happening"	Quarterly wellness presentations [naturopath, women's health, etc]												
	Staff and			Health Fair – added value												
				Work with the social committee				_								
				Exercise classes offered – when, how?												
			Quarterly promotion days for enhanced presence	Smoothies, healthy breakfast, healthy snacks, stretching breaks, de-stress teas												
	management value the															
	program															
			Healthy practices	Healthy food options at meetings, cut the junk baskets, healthy												
				vending machines												