

SAMPLE Multi-Year Strategic Plan

Corporate Goals	Wellness Goals	Pillars	Initiatives	Details	WHO	Year 1 Fundamental	Year 2 Culture	Year 3 Engagement	Year 4 Sustain	
Strengthening Our Corporate Culture	Building a healthy culture	Leadership Support and Effective Communication Leadership support, middle management and staff engagement for wellness. Statement of intent, program launches, virtual presence, information hubs (staff and wellness team), toolkits for wellness champions								
Building/ Maintaining a Productive Workforce	Maintaining healthy, productive, less stressed employees	Initiatives to Engage Employees To engage employees by offering a variety of touchpoints. Main components: -Emotional -Physical -Occupational -Financial -Social								
Reduction in medical spend	Offer a comprehensive wellness strategy to our employees to support their mental health and well-being with measurables	Assessment and Reporting Personal, group trend, benefits data, metrics data, satisfaction surveys, engagement surveys, interest surveys, HRA								