

Avoid “Recreating The Wheel”: Opportunities for Influence and Culture Change Reference Guide

Instructions: Ensuring your workplace wellness strategy is connected, aligned, and integrated into already existing initiatives is a best practice to increase overall leadership commitment, understanding, and adoption. Below are eight examples of natural connection points you can make to your workplace wellness strategy.



1. Organizational Vision, Strategy, Mission, and Values

What organizational identity or company goals refer to a culture of wellness or well-being?



2. Communication Forums

Which communication forums exist for sharing wellness strategy updates with your stakeholders?



3. Culture and Transformation Strategy Integration

What other transformation initiatives are already in place? (Culture, DEI, etc.)



4. Leadership and Career Development

How can you incorporate wellness behaviors, capabilities, and leadership practices into an already established development or leadership program?



5. Employee Experience: Employee Engagement Measurement

Does your organization measure employee engagement or employee experience? If so, is there a well-being or wellness measure included? If not, can you partner to incorporate one?



6. Performance and Recognition Systems

How might you incorporate wellness measures and celebration of success into already existing performance, recognition, and incentive programs?



7. Candidate Experience: Talent Acquisition and Hiring Guides

How might you incorporate wellness talking points into the attraction, sourcing, and recruiting process to demonstrate the company's commitment to wellness?



8. Customer Experience

How is wellness exemplified in your customer experience measures, products, or services provided?

TAKE ACTION!

1. Review the eight listed areas and determine which ones are already covered in your workplace wellness strategy and which ones may be worth exploring further.
2. Identify who is responsible for each of the areas, and consider a meeting to explore synergies and integration.
3. Determine action and follow-up.