



Abstract Title: From random acts of wellness to institutional workplace wellness strategy: Dalhousie's case

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Introduction

Dalhousie has been working for nine years to explore collaborative approaches, educational strategies, and wellness initiatives to enhance staff wellness across its campuses. Creating an HR position that focused on organizational health was a starting point for both organizational and grass roots endeavours, culminating in a Workplace Wellness Strategy for the institution in 2016. Working from the premise that shifting from *treatment* to *prevention* results in a proactive approach, employees are then positioned to maximize their energy, engagement and productivity in their lives and in their work, resulting in a healthier workplace.

Purpose

To outline the Dalhousie “total health” approach that yielded a holistic set of data on both employee and workplace health. And to share how this data set led to the development of a workplace wellness strategy with subsequent, and intentional, planning, tracking, and evaluation. The result is a targeted, data-informed, multi-sectoral strategy in support of a healthier workplace.

Approach

Through the lens and complexity of a university work environment, a panel of representatives from Dalhousie's Healthy Workplace Collaborative will share the implementation of “activity” and the move towards measuring “impact” by approaching wellness from a strategic perspective. Dalhousie's interjurisdictional approach leverages the synergies available in a multi-stakeholder institution. Gone are the days when wellness at Dalhousie is solely an HR function.

Outcomes

Attendees will take away potential actions to energize the promotion of workplace wellness strategies in their own work environments and approaches to determining impact over time. Opportunities to exchange ideas and experiences from other organizations will be provided.

Conclusion

Through sharing the journey towards health and wellness of a large institution, we hope to provide insights that might be gleaned and adapted to other organizational

contexts. As we learn from one another we hope to extend our own and others' understanding of collaborative health contexts to ensure healthier workplaces, as well as wellness attitudes and behaviours that extend beyond work to all facets of employees' lives.

Cite this document in APA:

MacInnis, J. (2018, September). *From random acts of wellness to institutional workplace wellness strategy: Dalhousie's case*. Paper presented at the Healthy Living, Healthy Life: Collaborative Health Conference on Research, Practice and Community Innovations Conference, Dalhousie University, Halifax, NS. Retrieved from <https://ojs.library.dal.ca/HLHL/>

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