at the heart of what matters
What does a Healthy Workplace look like to YOU?

People & Leadership

Processes & Work Environment

Programs & Structures
Agenda

• Where we have been
• Our Journey Toward a Healthy Workplace
• Learning Communities
• How to get involved
• Consultation on Guiding Principles
Our Journey Toward a Healthy Workplace

Where we’ve been

- Principal’s Priority: Become a Learning Organization
- Learning Org. Survey
- Launched Initiatives
- Transformation into My Healthy Workplace

Where we are

- My Healthy Workplace
- Creation of structures supporting a healthy workplace (Learning Community)
- Measuring ourselves (Excellence Canada)

Where we’re going

- Further Community ownership and Input
- Charting a course forward (Excellence Canada framework)
- Creation and support of initiatives to foster a healthier workplace
A Healthy Workplace is one in which leaders and employees “collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace.”

- World Health Organization
About Excellence Canada

An independent, not-for-profit corporation that is dedicated to advancing organizational performance across Canada.

Healthy Workplace Certification standard serves as a roadmap for organizations in any sector that wish to encourage, support and implement exemplary health related programs in the workplace.
**Considerations**

**Do our leaders:**
- endorse and support the initiative?
- walk the talk?
- consider health impacts when making decisions?

**Does the Organization:**
- foster a transparent work environment?
- have systems in place for Managing Performance?
- recognize the contribution of employees?

**Do we as an organization:**
- have a framework or Key Performance Indicators (KPIs) to measure the impact of our programs?
- consult the community or assess needs when making decisions?

**Does the Organization:**
- consider impact on employee health and safety?
- create solutions to reduce risks to Physical and Psychological health and safety?
TIMELINE

Partnership with Excellence Canada

First Self-Assessment with Excellence Canada

MHW Preliminary Plan

MHW at Your Workplace Roadshows

Community Outreach & Learning Community Development Activities

Draft Plan Completion with Subgroups

January 2018

April 2018

May - October 2018

September 2018 – April 2019

October 2018 – April 2019

November 2018 – April 2019

January 2019

January 31, 2019

February 2019

April 2019

April 2019

June 2019

Confirmation of Assessment Readiness with Excellence Canada

MHW Guiding Principles Completed

MHW Policy Completed

Application Deadline for Service on Learning Communities

Second Self-Assessment with Excellence Canada

Excellence Canada visit with assessors
My Healthy Workplace Inter-Connected Learning Communities

- My Wellness-Centered Workplace
- My Service-Oriented Workplace
- My Quality Workplace
- My Engaged Workplace
- My Healthy Workplace Connectors’ Group
- My Sustainable Workplace
In what ways have you or your unit encouraged or nurtured:

- Continuous learning?
- A healthy workplace?

What ideas might you have on how to do this?
LEARNING TOGETHER IN COMMUNITY

Some Ideas for you!!

Reserve ½ day per month for learning together.
• “Show & Tell”
• Interview each other
• Have group exchanges around a pre-determined topic.
• CoachingOurselves module (leave them the printed list of all the topics).

Weave learning and wellness into everyday meetings.
• Have employees who have participated training and development activities share their learnings with their peers
• Feature a wellness tip or theme (Your Ambassador will have material)
What’s in it for me?

- Opportunities to learn
- Improved physical and psychological health and safety
- Greater sense of belonging
- Training, tools and opportunities
- A chance to make a difference in our community
How do you get involved?

**Call for Peer Coaches and Facilitators**
Are you a skilled change agent? Help facilitate the transformation at McGill

**Call for Ambassadors**
Enthusiastic about well-being and community building?

**Join a MHW Learning Community**
What aspect of the Healthy Workplace calls you most?
Learn more and share your ideas!

Submit to the Great Ideas Pipeline

Our sponsors and learning communities want to hear your ideas

Ask a Transformational Question

What questions should we be asking ourselves? Share yours!
My Healthy Workplace Guiding Principles

A shared responsibility of the University, the Units and Faculties, and each employee to:

Co-create and sustain:
- A healthy, respectful and safe working and learning environment
- Wellness practices, tools and programs

Ensure:
- Equitable access for all
- Accountability to our community
Thank you!