



Healthy Workplaces for Helping Professions

info@hwhp.ca

The Healthy Workplaces Project

Tom Barker, Project Lead

HEALTHY WORKPLACES FRAMEWORK FOR HUMAN-SERVICE AGENCIES

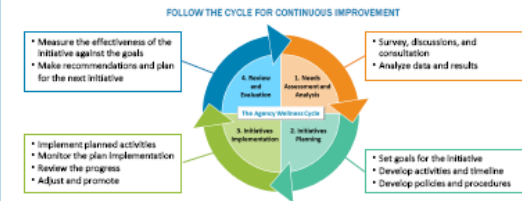
The Helping Professional Value Cycle

This process makes up day-to-day work of helping professionals. Keeping the cycle strong means strong employees, a strong agency, and excellent services to clients.



The Agency Wellness Cycle

Agencies use this cycle to guide the process of developing, implementing, and evaluating wellness initiatives.



The Wellness Capacity Maturity Model

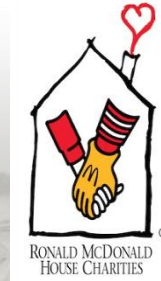
The model represents stages of development of agency's support for the Employee Value Cycle and the Agency Wellness Cycle.



The Healthy Workplaces Framework

All wellness initiatives should be developed based on and evaluated against the five pillars, following the Wellness Process of this Framework.





- Increase staff engagement in organizational decision-making
- Conduct “Be A Wellness Leader” training series for employees.
- Improve knowledge and skills for junior staff through mentorship activities.
- Build collaborative environments and reinforce a shared sense of purpose within the agency.
- Restructure weekly team meeting to have more voice of staff in discussing wellness issues
- Conduct “Be A Wellness Leader” training series for employees

Academic Partners

HWHP Staff

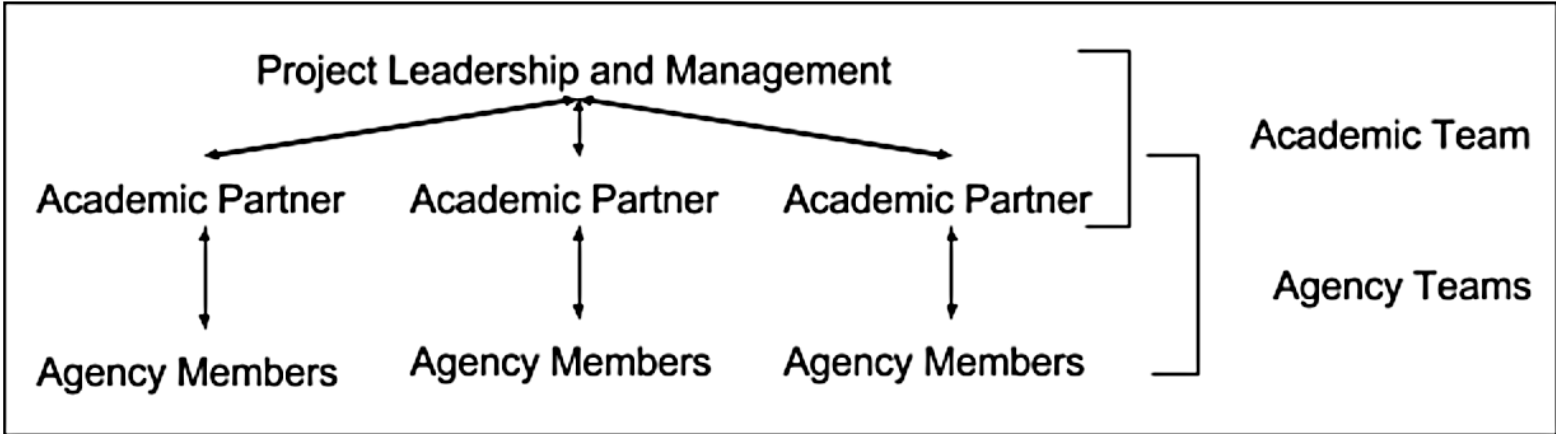
Academic Team



Agency Leaders

Agency Staff

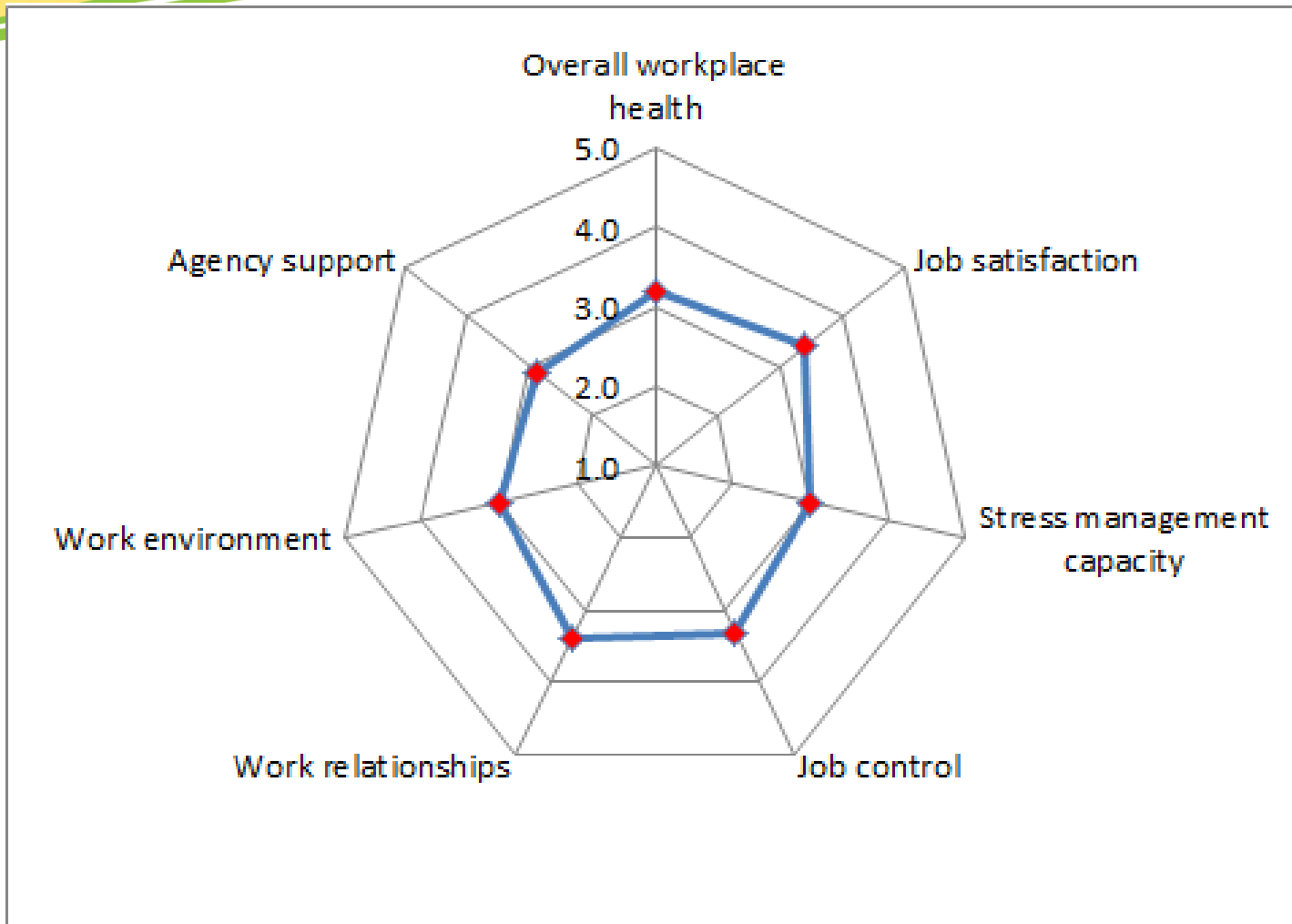
Agency Team

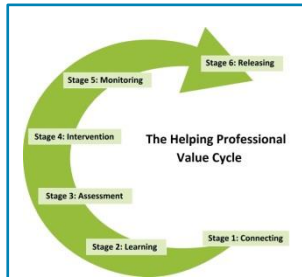




- Stage 1: Research Planning
- Stage 2: Data and Results Analysis
- Stage 3: Program Plan Review
- Stage 4: Implementation Plan Review
- Stage 5: Progress Report Review
- Stage 6: Evaluation Planning Review
- Stage 7: Program Framework Review







HEALTHY WORKPLACES FRAMEWORK FOR HUMAN-SERVICE AGENCIES

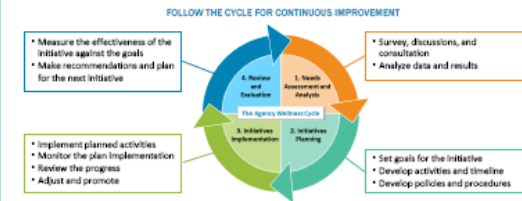
The Helping Professional Value Cycle

This process makes up day-to-day work of helping professionals. Keeping the cycle strong means strong employees, a strong agency, and excellent services to clients.



The Agency Wellness Cycle

Agencies use this cycle to guide the process of developing, implementing, and evaluating wellness initiatives.



The Wellness Capacity Maturity Model

The model represents stages of development of agency's support for the Employee Value Cycle and the Agency Wellness Cycle.



The Healthy Workplaces Framework

All wellness initiatives should be developed based on and evaluated against the five pillars, following the Wellness Process of this Framework.



1. Learning

Explore gaps in agencies and organizations that might impede the uptake of wellness knowledge systems.