



FOUR SEASONS OF CPD HEALTH

INNOVATIVE NEW IDEA

Photo credit: UBC CPD

DEPARTMENT

Continuing Professional Development, Faculty of Medicine

CAMPUS

VGH

FUNDING YEAR

2016

ABOUT HWIP

The Healthy Workplace Initiatives Program (HWIP) is an annual fund available to UBC departments and units to support grassroots activities that promote wellbeing in the workplace. The program provides start-up funds and support for health-related, sustainable initiatives.

www.hr.ubc.ca/hwip

PROJECT DESCRIPTION

When CPD staff were surveyed about their interest in a healthy workplace initiative, many different interests and ideas emerged. So, a year-long, holistic, and multi-faceted initiative called the "Four Seasons of CPD Health" was designed. Each "season" focused on a different theme: Movement in the Summer, Stress Management in the Fall, Mental Health in the Winter, and Nutrition during Spring.

Programming for each theme included 1) a lunchtime professional development (Pro-D) session led by an expert, 2) a health challenge, 3) an organized group activity, and 4) in-office support and motivation provided by CPD Seasonal Champions.

Over the course of the year, CPD staff attended workshops on healthy eating and mental health, took part in step and nutrition challenges, participated in group painting events and team bike rides, and more! Art Night in particular was so popular that it was offered twice and UBC CPD decided to apply for an Art & Creative Expression HWIP Grant in 2017.

"Participating in HWIP was a chance for CPD to try out many different approaches to workplace wellbeing. It gave us a chance to really trial out a lot of different activities and approaches... We got to see what had the most interest and uptake, and build on the things that went over well."

KEY TO SUCCESS

“Having the committee involved and having that be a shared responsibility. That’s something that we have found that helps with sustainability.”

“Seasonal Champions” volunteered to help coordinate and promote events and activities. They essentially functioned as a working group for each season.

SUSTAINABILITY

During the HWIP funding period, the HWIP Committee was merged with the Social Committee to create a combined “Healthy-Social Committee.” The Healthy-Social Committee is still active, gaining new members each year, and continues to plan social and health activities and events for the office.

The Pro-D Committee also continues to integrate wellbeing topics into professional development Lunch ‘n’ Learn sessions.



Photo credit: UBC Pro-D

VALUABLE OUTCOMES

Through this initiative, staff had multiple opportunities to gather together, which facilitated group cohesion. Through gathering, discussing, and learning about topics related to health, staff made new personal connections beyond purely work relationships.

Having received a well-rounded overview on different health topics, staff members were also able to pursue further learning in areas of interest in order to make strides toward improving their own health.

UBC WELLBEING
STRATEGIC
FRAMEWORK
PRIORITY AREAS

Physical Activity

Mental Health &
Resilience

Food & Nutrition

Social Connection

wellbeing.ubc.ca/framework

ADVICE FOR FUTURE HWIP GRANTEES

1

Integrate the HWIP initiative into existing structures

Partner with existing initiatives and committees, like Pro-D Lunch ‘n’ Learns or Social Committee, that have shared interests and goals.

2

Share planning responsibility

“When something is done off the side of your desk, it has to be shared. If someone was taking on the entire project, it would have to be part of their job description. But if it’s shared, it’s reasonable.”

3

Conduct a needs assessment, and evolve to meet changing needs and interests

“We did a needs assessment and we weren’t able to identify one theme that met all of the interests of the team. That’s why we started with the four-pronged approach.... It might need to be that the program needs to be evolved over time with what the staff want and what the need is. So you need that kind of ongoing touch base with what’s relevant to people or where their interests lie.”