

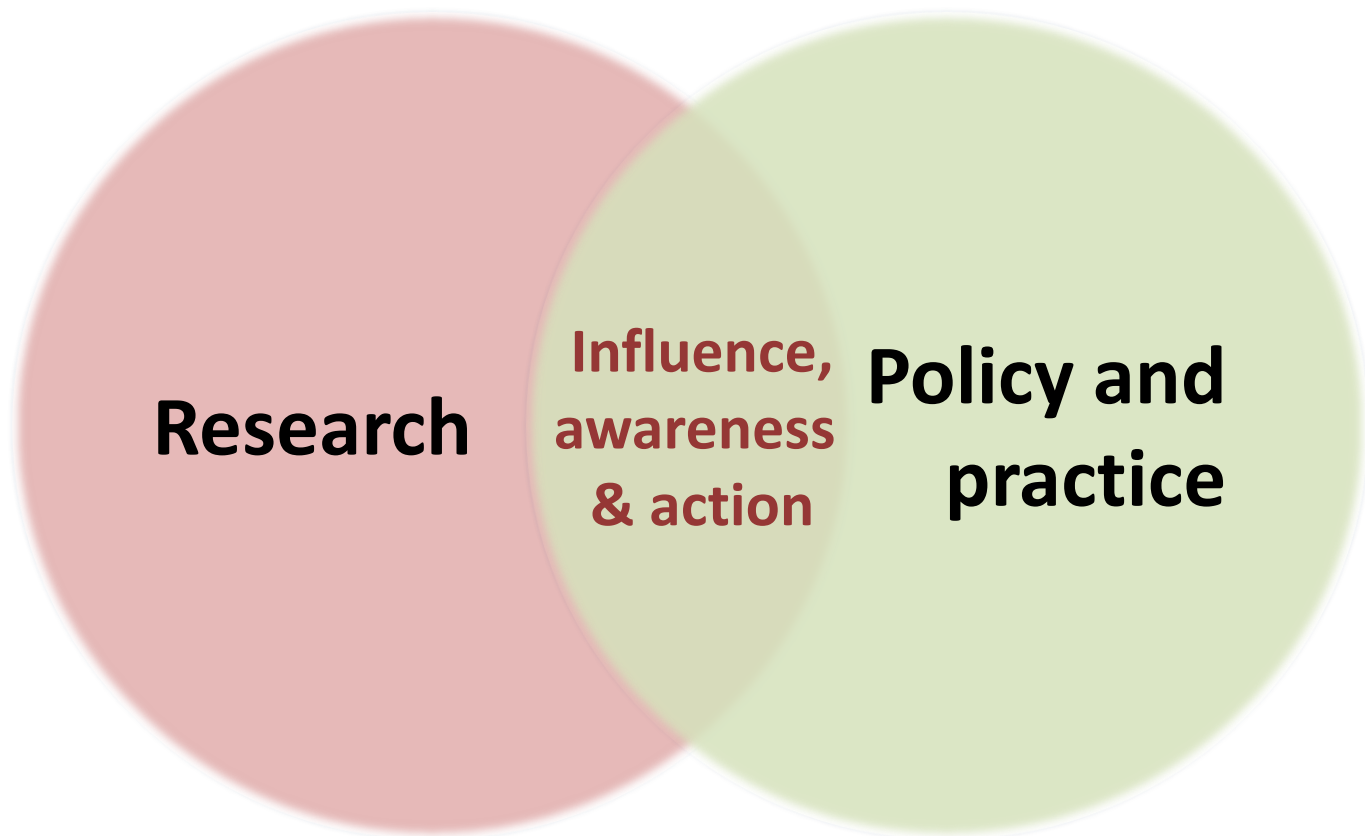
**Workplace Wellbeing.
Establishing the link between
research and corporate policy**

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Objectives

- To establish and maintain a link between research activity and the development and implementation of University policy.
- Anticipated benefits from using evidence as basis for strategy and policy development.
- Opportunity for UB research community to influence organisational life.
- Possibility of developing ideas for research which demonstrate this integration across the sector and beyond.



Research

**Influence,
awareness
& action**

**Policy and
practice**

Summary of current activities

- Established University **Wellbeing Advisory Group**
- The idea for a UB **Wellbeing Community of Interest**
- UCEA call for **regional hubs** to take forward the sharing of good practice around wellbeing and engagement.
- UB participation in **Affinity Health@Work** research consortium.
- Other networking and professional interactions (HR, occupational health, employee support, staff development etc).



- Research consortium
- Opportunity to share in research findings (with an emphasis on practitioner ready tools where appropriate)
- Research commissions from HSE and CIPD
- Four master classes per year
 - Changing behaviour to improve health
 - Trust in the workplace
 - Followership, distributed leadership and shared leadership
 - Organisational justice
- Opportunity for University of Birmingham to participate in future research in future (at a cost).

Options to integrate research and policy interests

- UB researchers engage in issues which positively impact on W^3 at UB (developing and answering research questions that are directly relevant to UB needs).
- UB policy-makers engage in research with academic colleagues?
- UB researchers and policy-makers generate ideas together which can be developed for mutual benefit (publications, profile, partnerships or products).

Examples where the integration of research into policy could be demonstrated in future?

- Ageing workforce?
- Establish **shared meanings** around wellbeing – and what can realistically be achieved?
- Demonstration of cost-v-benefit (increasing the recognition of the W^3 relationship to establish **valid corporate objectives**).
- Other...?

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- <http://www.birmingham.ac.uk/research/activity/ias/www>



The screenshot shows a web browser window displaying the University of Birmingham website. The page title is "Work, Wealth and Wellbeing Research Group and Network". The main content area features a paragraph: "The Work, Wealth and Wellbeing research group and network has its home at the University of Birmingham and the inaugural event was the WWW Institute for Advanced Studies workshop on 9 September 2013. The WWW group identifies a number of key research questions linking work wealth and wellbeing and four core interdisciplinary research work streams embedding linked research projects for future development." To the right of this text are two buttons: "Print this page" and "Download as PDF". Below the text is a colorful illustration of a stylized human head profile in orange, with various gears, clouds, and abstract shapes in green, blue, and yellow around it, symbolizing thought and research. The left sidebar contains a navigation menu with items like "About", "Twist eNewsletter", "Workshops and Events", "Propose an IAS Workshop", "Distinguished Visiting Fellowship Scheme", "Distinguished Visiting Fellows", "Honorary Fellows", "Saving Humans", and "Regeneration Economics". At the bottom of the sidebar, there is a section for "Work, Wealth and Well-Being Workshop" with sub-items: "Work Stream 1", "Work Stream 2", "Work Stream 3", "Crosscutting Work Stream", "Latest Developments", and "Comments?". The top of the page features the University of Birmingham logo and a search bar.