|  |
| --- |
| **Wellbeing at work: applying systems thinking and participatory approaches in social innovation labs** |
| **Setting/problem**Intersectoral collaboration requires methods, tools and approaches to promote meaningful engagement and action across sectors. Social innovation labs are emerging as a powerful force for developing the collaborative solutions to address complex issues. Addressing the growing burden of disease in workplaces and its related economic, health and social costs is an emerging global concern as it traverses across multiple UN Sustainable Development Goals. To date, majority of the workplace health initiatives employ occupational health & safety strategies or healthy lifestyle education aimed at changing health behaviours. The typical workplace wellness programs may help to minimize the symptoms related to illness. However, they are not designed to address the fundamental cause – the unhealthy work environment. Creating sustainable and healthy workplaces requires an in-depth view of the complex and dynamic nature of work that includes demographic shifts, employee engagement, organizational culture and policies. **Intervention**The *Wellbeing at Work* model facilitates systems thinking in addressing workplace health. The model has been trialled in a *social innovation lab* to support the design, implementation and evaluation of health promotion systems and policies, within workplace settings. The lab uses a holistic and human-centered design approach that includes multiple iterations of data collection, analysis, creative engagement, and prototype development. The participatory nature of the lab enables a myriad of stakeholders from across the workplace to share diverse viewpoints and develop a common in-depth understanding of the ‘wicked problem’. Subsequently, it enables co-creation of solutions that can be quickly tested, to support future implementation. The lab has been pilot tested with few local social enterprises in British Columbia, Canada, and at a national health NGO in Brazil. **Outcomes**The prototypes developed in the Wellbeing at Work labs facilitate the design of healthy physical and social work environments. The co-created innovative solutions can improve the health and wellbeing of both employees and the communities they service. **Implications**The Wellbeing at Work model and innovation lab supports the development of new tools and approaches to improve social sustainability in the workforce by incorporating health outcomes as a core of corporate sustainability practices, in both the private and public sector. The model is guided by the Living Labs approach recommended by United Nations.**Preferred presentation format****Oral** |