**DNR receives Well Wisconsin Award for Excellence and Innovation in Employee Well-being**

At a Dec. 4, 2019 ceremony at the State Capitol, the Department of Natural Resources was recognized by Well Wisconsin with an award for Excellence and Innovation in Employee Well-being. The department was given this award in acknowledgement of the department’s efforts to create a culture of well-being that promotes a healthy work/life balance throughout the organization. Specific practices implemented at DNR that were specifically recognized include:

* Providing a mechanism for supervisors to discuss with their employees their workload management, leave balances and plans to take earned leave. This was accomplished in fiscal year 2019 by adding work/life balance language to the Performance Review form, which serves as a prompt for supervisors to have this discussion with their employees.
* Providing a tool for supervisors to easily [view their employees’ leave balances](https://sp.dnr.enterprise.wistate.us/org/AD/Topic-The_Connection/Supervisor%20Documents/Absence_Management_JobAid.pdf) within the staff directory.
* Focusing on wellness as the theme for the 2020 All Supervisors meetings with a goal of providing information and ideas about supporting their own and their employees’ well-being.

The DNR is committed to supporting a workplace that fosters diversity, engagement, leadership and employee wellness while promoting individual success and a connection to the department’s mission. During the fiscal year 2019 performance review, supervisors were asked to discuss with their employees’ ways to support a thriving work environment, including healthy work/life wellness habits.

Coming up for fiscal year 2020 performance reviews, supervisors will be asked to expand on this conversation by discussing other ways to support a thriving work environment for all DNR employees. In addition to healthy work/life wellness habits, supervisors will encourage discussion on ways to promote inclusivity and diversity as well as opportunities for growth and development.

More information on this discussion goal will be shared the fiscal year 2020 performance review information package in the coming months.

Thank you, supervisors, for all you do to fulfill your role in building a culture of well-being at DNR.