

Workplace Wellbeing & Stress Summit 2012

Moving from Stress to Employee Wellbeing

8th
ANNUAL

Thursday 15th November 2012 – CCT Venues – Canary Wharf, London

Programme Highlights:

- Apply consistency across wellbeing strategies
- Adopt an inclusive approach to health and wellbeing
- Apply psychological risk assessments and monitors
- Hear a personal perspective of managing stress
- Use appropriate early intervention
- Practical employee wellbeing initiatives that work
- Take a strategic approach to building a resilient workforce
- Harness cultural and behavioural influences
- Promote psychological wellbeing
- Use HR information, data and statistics to gain buy-in



Chaired by:

- **Ann McCracken**, Vice President, **International Stress Management Association (ISMA)** & Director, **AMC2**



- **Deloitte**, *John Binns*, Partner
- **London Overground Rail Operations**, *Darren Hockaday*, HR Director
- **The AA**, *Michael Schofield*, Occupational Health Strategy and Wellbeing Manager
- **Ministry of Defence**, *Bryan Matthew*, HR Business Partner
- **GlaxoSmithKline**, *Monika Misra*, Employee Health and Performance
- **Unilever UK and Ireland**, *Val Bertram*, Health and Wellness Manager, Medical and Occupational Health

Keynote Presentation by:

- **Gill Crowther**, Director of HR, **Nominet UK**



- **Sainsbury's Supermarkets**, *Caroline Mobley*, Occupational Health and Wellbeing Manager
- **Simplyhealth**, *Howard Hughes*, Head of Employer Marketing
- **Mills & Reeve LLP**, *Martin Brewer*, Partner
- **Bupa Health and Wellbeing**, *Patrick Watt*, Director of Corporate
- **CMI**, *Senior Representative*
- **Nuffield Health**, *Daniel Law*, Operations Director Corporate Wellbeing and Clinical Products & Services

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Workplace Wellbeing and Stress Summit 2012

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This Workplace Wellbeing and Stress Summit is designed to offer HR, OH and health and wellbeing professionals both practical and strategic advice on improving employee wellbeing, as well as reducing stress and absence within the workplace. The programme features best practice case studies, expert insights and knowledge sharing opportunities aimed at aiding employers to create a healthy culture in their organisations.

Stress and mental ill health is the biggest cause of absence within the workforce and the National Office of Statistics states that 1 in 4 people will suffer from a mental health problem in any one year. HR practitioners need to get right the policies and processes to cope if an employee is diagnosed with a mental health issue and help move from stress to wellbeing.

This conference will examine mental wellbeing as a whole and will look at ways to build resilience, tackle stressful situations pro-actively and reduce the stigma associated with mental health problems. It will also discuss the business case behind implementing wellbeing programmes, how to get buy-in from senior management and how wellbeing strategies can prevent absenteeism.

Leading employers will share case studies detailing how they manage stress within the workforce and will offer practical examples of wellbeing initiatives that work. This will be combined with a personal insight of dealing with stress at work and a legal Q&A for you to ask those difficult questions.

Benefits of attending:

- Learn from the expert speaker panel and discuss what has worked and what hasn't when implementing wellbeing and stress policies and solutions
- Network and share ideas with over 100 attendees
- Debate issues such as how to engage managers to support employees with mental ill health, how to improve wellbeing and engagement and minimise absence
- Raise your legal questions on health and related issues with our legal expert

Who Should Attend?

- Directors and Heads of HR
- Wellbeing Managers
- Directors, Heads and Advisors of Occupation Health
- Chief Medical Officers
- Managers of Health and Wellbeing
- Health and Safety Professionals
- Heads of Employee Relations
- Employee Engagement Specialists

What did previous delegates say about this event?

"All speakers were excellent and informative with a clear speaking style" – Senior EH & S Specialist, **Gilead**

"Very good seminar – lots to go away with regarding wellbeing in the workplace" – Health and Safety Manager, **Bromford Group**

"The quality of the information and delivery of the presentations was excellent and the lunch absolutely delicious!!" – Head of Psychological Wellbeing, **Kingston Hospital NHS Trust**

"The practical examples of workplace initiatives were very interesting" – HR Operations, **Otis Ltd**

"It was great to see so many different ways of dealing with stress issues" – Environment Officer, **Environment Agency**

Who will be speaking?



Ann McCracken is a Director of AMC2 and the **Chair of the International Management Association (ISMAUK)** – the professional body for Stress Management practitioners. She specialises in developing a positive and resilient working culture in organisations by introducing effective strategies in performance and wellbeing at all levels.



Darren Hockaday is **HR Director at London Overground Rail Operations (LOROL)**, joining at the start-up and mobilisation phase, building a new HR team and introducing business partnering. Darren has recently been recognised for his contribution by his peer group of HR Directors in all sectors and voted HR Director of the Year 2012 at the HR Excellence Awards.



Martin Brewer is a **partner** in the employment team at **Mills and Reeve** and has been an employment specialist for 20 years. Martin advises employers on all aspects of employment law and practice, is a regular advocate in employment tribunals and has appeared in the EAT.



Gill Crowther joined **Nominet** in June 2007 where she introduced the love coming to work strategy to make Nominet an employer of choice. The Love coming to work strategy has seen employee engagement increase from 28.5% in 2007 to 34.7% in 2009. Love coming to work is about helping everyone to be as productive as possible while at work.



Val Bertram leads **Unilever's UK and Ireland's award winning health and wellbeing programme**. Val has over 25 years of experience both as a nurse and a health and wellbeing specialist gained in a variety of environments. Her main areas of interest are sustainable behaviour change, physical, and mental health and has a particular interest in coaching and positive psychology.



John Binns has been a Consultant in the professional services industry for over 20 years and has been a **Partner at Deloitte** since 2001. He has over the years held many senior positions within Deloitte and in the last three years he has led the development of a series of ground breaking initiatives to improve awareness of mental health issues within the firm.



Bryan Matthew's worked for the **Ministry of Defence** for over 35 years initially in a variety of audit and finance positions but more lately as a **Strategic HR Business Partner** and is particularly proud of a series of wellbeing projects that he initiated and ran that help to significantly reduce absence levels in parts of that government department.



Howard Hughes has worked in the health insurance industry for over 27 years with 15 years in marketing. As **Head of Employer Marketing at Simplyhealth**, Howard's role involves helping companies understand the broad range of employee benefits and how they add value to the business.

Conference Programme

Thursday 15th November 2012 – CCT Venues – Canary Wharf, London

Book
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020 7231
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09:00 - 09:30 **Coffee and Registration**

09:30 - 09:45 **Introduction and Opening Address by Conference Chair**
Ann McCracken, Vice President, **International Stress Management Association (ISMA)** & Director, **AMC2**

9:45 - 10:10 **Wellbeing at the heart of the people strategy**

- Developing a HR strategy with people at the heart
- Tough love

Gill Crowther, *Director of HR, Nominet UK*

10:10 - 10:40 **Everybody Matters: Improving productivity and engagement**

- Adopting an inclusive approach to health and wellbeing
- Building health resilience
- Improving productivity and engagement through wellbeing

Patrick Watt, *Director of Corporate, Bupa Health and Wellbeing*

10:40 - 11:10 **How are managers coping with stress and mental ill health?**

Howard Hughest, *Head of Employer Marketing, Simplyhealth Wellbeing & Senior Representative, CMI*

11:10 - 11:20 **Questions and discussion with speakers**

11:20 - 11:45 **Refreshments and Networking**

11:45 - 12:10

STREAM A

Applying psychological risk assessments and monitors

- Developing a personal resilience tool to incorporate medical triage and wellbeing
- Setting up automatic clinical referral pathways for mental health issues from a personal resilience tool
- Using appropriate early intervention

Val Bertram, *Health and Wellness Manager, Medical and Occupational Health, Unilever UK and Ireland*

Taking a strategic approach to building a resilient workforce

- Harnessing cultural and behavioural influences
- Take a preventative approach to build and sustain a healthy workforce
- Using resilience as a prevention programme
- Promoting psychological wellbeing

Monika Misra, *Employee Health and Performance, GlaxoSmithKline*

STREAM B

Practical employee wellbeing initiatives that work

- Dealing with a lack of internal resource
- Finding the right OT/OH suppliers
- Examples of what has worked
- Employer experiences, how they overcame their problems
- Innovative wellbeing projects

Caroline Mobley, *Occupational Health and Wellbeing Manager, Sainsbury's Supermarkets Ltd*

Measurement, monitors and improving employee wellbeing

- Understanding the financial & business costs of sickness absence
- Using HR information, data and statistics to gain buy-in
- Address challenges and obstacles during implementation
- Evaluating the process and increasing engagement

Bryan Matthew, *HR Business Partner, Ministry of Defence*

12:10 - 12:35

12:35 - 12:45 **Questions and discussion with speakers**

12:45 - 13:30 **Lunch and Networking**

13:30 - 14:00 **Knowledge Share Networking Session**

Split into round table groups and discuss your concerns with your peers

14:00 - 14:30 **Translating personal experience to business strategy**

- A personal perspective of managing stress
- Reflecting on support received
- Building on and improving the wellbeing strategy

John Binns, *Partner, Deloitte*

14:30 - 15:00 **Practical ways to enhance wellbeing and minimise absence – a 2012 Case Study**

- Importance of wellbeing at work in addition to employee engagement
- Using imperial evidence to understand the drivers of wellbeing at work
- Examining the findings
- What was done and the reaction of employees
- Impact on wellbeing and attendance

Darren Hockaday, *HR Director, London Overground Rail Operations*

15:00 - 15:10 **Questions and discussion with speakers**

15:10 - 15:30 **Refreshments and Networking**

15:30 - 16:00 **Title TBC**

Daniel Law, *Operations Director Corporate Wellbeing and Clinical Products and Services, Nuffield Health*

16:00 - 16:30 **Engaging managers to support people with mental ill health**

- Giving support to managers to enable them to support colleagues and teams
- Overcoming stigmas associated with mental health issues
- Understanding health requirements and making reasonable adjustments
- Ensuring the health of the organisation as well as the health and wellbeing of employees

Michael Schofield, *Occupational Health Strategy and Wellbeing Manager, The AA*

16:30 - 17:00 **Legal Q&A dealing with health and related issues**

- This is your opportunity to put your legal questions to our expert lawyer

Martin Brewer, *Partner, Mills & Reeve LLP*

17:00 **Chair's closing Remarks and Close of Conference**

Conference Booking Form

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 Thursday 15th November 2012

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