

10.00 - 10.40

## Keynote: Tackling Mental Health Challenges Head On

- Why living authentically and being able to bring your whole self to work is critical for mental health
- A personal journey to wellness: highlighting obstacles faced and how they were overcome
- Diversity as a key strength that organisations and teams can harness to improve wellbeing and performance



CHAIR

**Mark Malcolmson CBE**  
Principal and Chief Executive, City Lit



KEYNOTE SPEAKER

**Keegan Hirst**  
Former Professional Rugby Player

10.50 - 11.20

## Flourishing & “in-Flow”? Making work great by design

- Explore the relationship between good mind health and good experiences at work
- The 5 factors that support **both** good mind health and productivity
- Sharing new UK data and insights from AXA's Global Mind Health Study 2023



CHAIR

**Carole Spiers**  
Chair ISMA UK and CEO Carole Spiers Group



SPEAKER

**Dr. Chris Tomkins**  
Head of Wellbeing



11.35 - 12.20

## Panel: Supporting Women's Health in the Workplace

- Developing a tailored approach to women's health including menopause, fertility and other health conditions which disproportionately impact female employees
- Building a culture of openness to enable honest conversations the implementation of practical solutions
- Recognising how factors such as stress, anxiety and the impact of caring responsibilities may also impact women's health and wellbeing



CHAIR

**Amy McKeown**  
Mental Health, Health & Wellbeing and Women's Health Consultant



SPEAKER

**Natalie Beresford**  
Retired Detective Inspector and Chair,  
Menopause Action Group, Thames  
Valley Police



SPEAKER

**Dhavani Bishop**  
Group Head of Colleague Health and  
Wellbeing, Tesco  
**TESCO**

## Case Study: A practical way to create a holistic wellbeing culture that helps people to be at their best

- Delivering holistic wellbeing through dedicated centres which are uniquely designed to support all colleagues across all areas of the business
- Offering a broad range of programmes and entry points to support the key elements of wellbeing: mind, body and life and to enhance existing digital and clinic-based support
- Taking an evidence based, clinically led approach to demonstrate the improvement to the business with data and metrics



CHAIR

Hayley Farrell  
Global Wellbeing and Resilience Director, Arcadis



SPEAKER

Steve Iley

Chief Medical Officer and Global Head of Occupational Health and Safety, Jaguar Land Rover

14.35 - 15.05

## Why Today's Multi-Generational Workforce Needs an Inclusive, Preventative Approach to Wellbeing

- Understanding how a preventative approach to wellbeing can positively impact your workforce and create a competitive advantage.
- Exploring the health and wellbeing needs of a multi-generational, hybrid workforce, who more than ever need personalised benefits rather than a one-size fits all approach.
- Demonstrating how regular health screening and data-led personalised testing plans can provide a positive return through increased productivity and staff retention.



CHAIR

Hayley Farrell  
Global Wellbeing and Resilience Director, Arcadis



SPEAKER

Alex Templeton  
CEO



15.15 - 16.00

## Panel: How to Increase Engagement with Your Wellbeing Initiatives

- Identifying the factors that can increase engagement with wellbeing initiatives and encourage employees to take ownership of their wellbeing with the support of the organisation
- Designing wellbeing interventions that meet the needs of individuals and avoid a one-size-fits-all approach
- Ensuring organisational culture supports the wellbeing strategy and that line managers are promoting and delivering the wellbeing practices that are in place



CHAIR

Clare Dare  
Head of Health, Risk & Technology, PIB Employee Benefits



SPEAKER

Ruth Pott  
Head of Workplace Wellbeing, BAM Nuttall



SPEAKER

Nasrin Oskui  
Global Wellbeing Lead, Deutsche Bank



SPEAKER

Louise Boston  
Strategic Health and Wellbeing Manager, E.ON



10.00 - 10.40

## Keynote Panel: Building Inclusive Organisational Cultures of Care

- How leaders and wellbeing champions can nurture workplace cultures of resilience and trust where employees can thrive
- Understanding the critical drivers of organisational culture to ensure that all employees can contribute and feel valued, whatever their role in the organisation
- Harnessing wellbeing and organisational culture to attract, develop and retain pipelines of diverse talent to ensure future business success



CHAIR

**Ngozi Weller**  
Director, Aurora



KEYNOTE SPEAKER

**Emma Birchall**  
Global Head of  
Diversity and  
Inclusion, Ericsson



KEYNOTE SPEAKER

**Arti Kashyap-Aynsley**  
Global Head of  
Wellbeing &  
Inclusion, Ocado



KEYNOTE SPEAKER

**Devi Virdi**  
Group Head of  
Diversity &  
Inclusion, Centrica



10.50 - 11.20

## Why Line Managers are the Wrong People to Manage Employee Health and Wellbeing

- The barriers arising from the employee/manager relationship that impact on the effectiveness of wellbeing support being offered
- How the expectation on managers to be frontline clinician, counsellor or therapist – while managing admin too – impacts on their own wellbeing
- The advantages of alternative approaches, including how they actually strengthen employee/manager relationships



CHAIR

**Ngozi Weller**  
Director, Aurora



**Alun Baker**  
CEO, Goodshape



11.35 - 12.20

## Panel: Creating a Neurodiversity Smart Workplace

- How can organisations create awareness, build their understanding and ensure that their recruitment and management practices attract and support neurodivergent candidates and employees?
- Creating a positive working environment which enables neurodivergent employees to work at their best.
- Understanding the factors that most often prevent neurodivergent employees from finding work and thriving in their roles



CHAIR

**Ngozi Weller**  
Director, Aurora



SPEAKER

**Sean Gilroy**  
Head of Cognitive  
Design and  
Neurodiversity  
Program Lead, BBC  
CAPE



SPEAKER

**Tori Roberts**  
UK&I Neuro-Diverse  
Centre of Excellence  
Leader, EY



SPEAKER

**Leena Haque**  
Senior UX Designer  
and Neurodiversity  
Program Lead, BBC



13.50 - 14.20

## Case Study: Wellbeing as a fundamental driver of individual and organisational performance

- Shifting the perception of wellbeing as a 'nice to have' to an essential element of performance success and a critical part of everyone's role.
- Designing a strategy which recognises and supports wellbeing as a fundamental driver of individual and organisational performance
- Building measurement and tangible accountability into the wellbeing strategy to understand the impact of the new approach



CHAIR

**Ngozi Weller**  
Director, Aurora



SPEAKER

**Toni Graves**  
Global Head of Reward and Wellbeing, Allen & Overy

ALLEN & OVERY

14.35 - 15.05

## Author Spotlight: Burnout Prevention: starting with you and creating a ripple effect of culture change

- Who helps the helper? How noticing the signs of burnout yourself can begin a ripple effect of change
- What is a culture that prevents burnout and how to get started
- Internal activism and evolving our workplaces for the future



CHAIR

**Ngozi Weller**  
Director, Aurora



SPEAKER

**Petra Velzeboer**  
CEO and Founder, PVL and Author of *Begin With You: Invest In Your Mental Wellbeing and Satisfaction at Work*

15.15 - 16.00

## Panel: Creating a Culture of Psychological Safety

- Building a high-trust working environment that supports collaboration and social wellbeing and fuels high-performance, innovation and collaboration.
- The key elements which support a psychologically safe workplace and the critical role of line managers and leaders
- Establishing and encouraging the practices and behaviours that create a psychology safe culture



CHAIR

**Hayley Farrell**  
Global Wellbeing and Resilience Manager, Arcadis



SPEAKER

**Mark Lomas**  
Head of Culture,  
Lloyd's of London



SPEAKER

**Lucy Vallis**  
Head of Health,  
Safety and Wellbeing,  
Save the Children



SPEAKER

**Daniel Chan**  
Global Workplace  
and Wellbeing Lead,  
dentsu International



16.15 - 17.00 Make a Difference Awards - Social & Wellbeing Theatre

10.00 - 10.40

## Keynote: Thriving in the New World of Work

Understanding the benefits and challenges of hybrid working from an employee and organisational perspective and the role of wellbeing in this new world of work

Exploring the impact of the work environment and how organisations can create workplaces which are conducive to employee health and wellbeing

Developing an inclusive, flexible approach which enables employees to thrive wherever they work



CHAIR

**Amy McKeown**

Mental Health, Health & Wellbeing and Women's Health Consultant



KEYNOTE SPEAKER

**Dr Monika Misra**

Global Head of Employee Health and Wellbeing, GSK



10.50 - 11.30

## Digital Balance: Disconnecting in a connected world

What is the biggest cause of stress in the workplace and why?

As boundaries between work and home have simply disappeared, does it mean the end of work life balance and what can be done about it?

With progressive legislation being introduced such as the right to disconnect in France, Belgium and Portugal, and a growing appetite for 4 day working weeks, what do these changes mean for organisations?

Technology is the issue but also the solution, how can individuals, teams and organisations define digital boundaries to better support wellbeing?



CHAIR

**Amy McKeown**

Mental Health, Health & Wellbeing and Women's Health Consultant



SPEAKER

**Ryan Hopkins**

Future of Wellbeing Lead, Deloitte

**Deloitte.**

11.35 - 12.20

## Panel: The Critical Role of Financial Wellbeing in Supporting Employees' Mental Health and All Round Wellbeing

- Understanding the impact of the cost of living crisis and in-work poverty on employees' physical and mental health, and how to identify and help those most at risk
- Using financial wellbeing interventions to support employees in the current financial climate and beyond
- Developing a sustainable approach to financial wellbeing to reduce the long-term risks and support employees as their needs change.



CHAIR

**Josephina Smith**

People Director and Thought Leader



SPEAKER

**Rebecca Eaton**

Head of Occupational Health & Wellbeing, Cadent Gas

**Cadent**  
Your Gas Network



SPEAKER

**Janet Leighton**

Director of Happiness, Timpson Group Limited

**TIMPSON**  
Great Service by Great People



SPEAKER

**Kris Ambler**

Workforce Lead, BACP

**bacp** | counselling changes lives



13.35 - 14.20

## Panel: The Role of Employers in Enhancing and Levelling up the Health of the Nation

- Understanding the growing role of business in preventative health to reduce demand on the NHS, address the growing problem of workforce inactivity and bring down levels of long-term sickness absence
- Exploring what good business-led health interventions look like, the benefits to both workforce health and business growth and the next phase of the Business Framework for Health
- Identifying future solutions in workplace health, how employers can contribute to reduce health and wellbeing inequalities and how this supports ESG goals



CHAIR

**Professor Dame Carol Black**  
Chair, Centre for Ageing Better



SPEAKER

**Lord James Bethell**  
Former Health Minister



SPEAKER

**Tina Woods**  
CEO, Business for Health



SPEAKER

**Sandra Dyball**  
Director, Health, Wellbeing and Benefits, Centrica



SPEAKER

**John Godfrey**  
Levelling Up Director, Legal & General,  
Chair, Business for Health



SPEAKER

**Pamela Gellatly**  
CEO, Healthcare RM



**centrica**

14.35 - 15.05

## Putting the wellbeing of employees into the 'S' of your ESG Strategy

- Exploring how employee mental health and wellbeing is becoming a core part of responsible business as employers, stakeholders and regulators place greater focus on how it links to business profitability and sustainability
- Understanding how employee health and wellbeing fits into an organisation's Environment, Social and Corporate Governance (ESG) strategy
- Considering wellbeing as an overarching output from a range of important inputs, not as a subset of health and safety inputs, where many businesses currently place it



CHAIR

**Amy McKeown**  
Mental Health, Health & Wellbeing and Women's Health Consultant



SPEAKER

**Henrietta Jowitt**  
Advisor to MindForward Alliance, Non-Executive Director Portfolio and Board Level Commercial Leader

15.15 - 16.00

## Panel: Navigating the Provider Landscape to Find the Right Wellbeing Solutions

- Identifying the suppliers that can effectively support the delivery of your wellbeing strategy, and how to ensure an aligned approach
- Evaluating the solutions that are right for your organisation's current and future needs to maximise the impact of your investment and minimise risk
- Understanding the key questions to ask in order to effectively evaluate potential providers and identify the benefits and potential challenges of each solution



CHAIR

**Amy McKeown**  
Mental Health, Health & Wellbeing and Women's Health Consultant



SPEAKER

**Fiona McAslan**  
Head of Health and Wellbeing, Royal Mail Group



SPEAKER

**Nick Pahl**  
CEO, SOM  
**som**  
Supporting occupational health and wellbeing professionals



SPEAKER

**Rebecca Ormond**  
EMEA Head of Diversity, Inclusion and Wellbeing, Sumitomo Mitsui Banking Corporation