

10.45 - 11.30

## Building a proactive mental health service

Mental health services in the UK are fundamentally flawed. The NHS can't help people quickly enough at their time of need, while EAPs offer unnecessarily expensive care as short-term crisis solutions. With the digital advantages we have in 2023 and what we know about mental health and mindfulness today, we can do much better. If we remove the limitations of traditional structures, what should we do differently?

In this workshop, we'll explore:

- How poor mental health impacts your employee's wellbeing and your organisation's bottom line
- Why a focus on approachability can help tackle the stigma of seeking mental health support
- The growing preference for digital tools and how this enables your people to receive immediate and personalised care
- Why a continuous solution, focused on prevention, will help keep your people healthy for longer
- How building a proactive mental health service can help you improve wellbeing and boost ROI

This interactive workshop explains how these considerations have shaped Headspace Health's new mental health model, as the company continues to evolve from mindfulness and meditation into mental health. There will be opportunities for discussion and to learn from your industry peers.



SPEAKER

**Jason Richmond**

VP, Clinical Solutions, Headspace Health

headspace  
health.

11.45 - 12.30

## Unlocking the value of prevention in your workforce to improve productivity and employee retention

Ill health affects businesses of all sizes every year, causing both sick days and lost productivity in your workforce. As organisations face financial headwinds, it's never been more important to invest in the health of your people.

A preventative approach to healthcare can positively impact a business in numerous ways, most significantly better retention rates, increased productivity, and better utilisation of other wellbeing programs and health investment. Join our interactive workshop and learn:

- How the traditional model of employee care is outdated and unfit for a modern workforce
- How investing in preventative healthcare can boost retention and deliver a significant ROI
- What tools your business needs to implement a preventative approach to Health



SPEAKER

**Lyz Swanton**

COO, Qured

Qured

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14.00 - 14.45

## Everyone welcome': How Enhancing your Menopause Support Drives Inclusion

Join Peppy's Chief Nursing Officer and menopause specialist Kathy Abernethy, and other HR and Benefits professionals for this interactive session as we discuss the future of menopause support as a tool of driving an inclusive workplace.

1 in 4 consider leaving their jobs because of menopause, whilst 1 in 10 actually do

As the fastest-growing demographic in the UK workforce, supporting midlife women during menopause is essential for businesses looking to cultivate diverse leadership, strong retention strategies, and a happy and healthy workforce.

We encourage you to join the session ready to share and learn. The following topics will be explored:

- How menopause is impacting your business
- The steps you can take to support your employees in the workplace
- How to tackle menopause through your benefits strategy



**SPEAKER**

**Kathy Abernethy**

Chief Nursing Officer and Director of Menopause Services, Peppy



**SPEAKER**

**Ellen Atkinson**

Enterprise Account Executive, Peppy



10.45 - 11.30

## How the Cost of Living Crisis is Shaking and Shaping HR Actions

With 92% of HR professionals feeling that their level of concern about employees' financial wellbeing has increased over the past year. The cost of living crisis has become increasingly a pressing issue for

businesses. YuLife recently commissioned two surveys: one canvassing UK adults in partnership with YouGov, and another canvassing HR professionals, in partnership with HR Ninjas – and the results are eye-opening.

Join YuLife at the Watercooler to hear first hand:

- HR leaders versus employee views on the cost of living crisis revealed.
- How financial stress is increasing for workforces and impacting mental health
- How HR leaders can support their employees' financial wellbeing



SPEAKER

**Jonathan Roomer**

Co-founder and Head of Customer Success



11.45 - 12.30

## Your free toolkit for better-built wellbeing and performance

Wellbeing is keeping business leaders awake at night. For those in the know, the link between employee health and business performance is increasingly clear. But, for many, achieving that nirvana is a daunting and complex challenge. Just where do you begin?

This interactive workshop will give you the tools to build better wellbeing, with precision and impact. From targeting your support initiatives to measuring their value, and maximising engagement to getting ongoing buy-in from the Board, there's something for businesses at all stages of their wellbeing journey.

It's time organisations applied the same discipline and rigour to improving wellbeing as other business goals. Join us, and find your framework to make it happen.



SPEAKER

**Jonathan Best**

Chief Customer Officer, GoodShape



14.00 - 14.45

## How to get tough conversations right at work—and keep your best employees

People's personal worries don't disappear when they're at work.

Grief, finances, health concerns—we all face this stuff at some point. Most of the time, we don't tell anyone at work. But when we do, the first place we turn is normally our manager or HR.

In these moments, how the manager shows up can mean the difference between a teammate handing in their notice—or forming a lasting bond with the team.

The goal of this workshop is to arm managers & HR folks with knowledge & tools to support teammates with whatever they're facing—and to respond in the right way when these tough conversations pop up, however difficult or awkward they seem.



SPEAKER

**Dr. Sarah Bateup**

Chief Clinical Officer, Oliva



SPEAKER

**Mel Murphy**

People Lead, Birdie



10.45 - 11.30

## Dr Rock with TheMusicLicence Ditch the fads. Hack your habits

New research shows dementia, chronic diseases, and some cancers, build during working life, but can be prevented through some simple, epigenetic-based, habit hacks. Yet most employers, and their workforces, currently have a very low level of knowledge of this important epigenetics field (how your environment and behaviour change gene expression).

The emerging longevity science reveals how to use habit hacking to embed simple routines that slow biological ageing and extend healthy lifespan.

Expert insights by King's | Stanford | Harvard trained, neuroscientist and longevity expert, Dr Julia Jones aka Dr Rock, and learn how to nail this simple habit-hacking toolkit for:

- Metabolic health and weight
- Menopause symptoms
- Sleep
- Focus
- Stress

Dr Rock and TheMusicLicence are available for a chat on Stand W300, come along and find out more about how you can improve your employee wellbeing and engagement.



SPEAKER

**Dr Julia Jones (aka 'Dr Rock')**

Neuroscientist, PPL PRS and Founder of [smartwellness.co.uk](https://www.smartwellness.co.uk)



11.45 - 12.30

## Addressing the challenges with mobilising great mental health support

Promoting good mind health is not easy. From environment to culture, to leadership buy-in and line manager capability the path to supporting a flourishing workforce is one of continual improvement. Avoid the pitfalls and share best practice and learnings at this AXA Health workshop, as we explore the key factors in ensuring your mental health strategy lands with impact.

- The common hurdles and how to overcome them
- How to go about gaining senior leadership buy in
- Communications that resonate and drive employee ownership
- Measuring impact and where next to place resource



CHAIR

**Eugene Farrell**

Mental Health Lead, AXA Health



SPEAKER

**Zoe Ashdown**

Head of People Engagement, Culture and Strategy, AXA Health



SPEAKER

**Paul Roberts**

Director, Enlighten and EAPA Executive Board Member

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14.00 - 14.45

## Uncover the 5 must-have features of an exceptional financial wellbeing programme!

Reaching the 'third wave' of financial wellbeing is the only way forward for people-led companies.

Financial wellbeing that's based on 1-to-1 guidance (instead of just benefits or education) is the only model that's bespoke and flexible enough to help everyone, no matter their situation or money goals. But it's tough to get there! HR leads have been working hard to get buy-in, building the right support, and getting employees engaged. Even so, 91% told us they want to do better.

Now more than ever employers need a holistic approach to financial wellbeing that:

- builds knowledge
- creates accountability
- is fully personalised
- accessible to all
- always inspirational!

Join this session with Octopus MoneyCoach and get to grips with what's needed to build an exceptional, holistic financial wellbeing that's genuinely impactful for ALL your employees.



**SPEAKER**

**Neasa McNulty**

Employer Partnerships, Octopus MoneyCoach

