

Employee Wellbeing Forum 2010

6th
ANNUAL

Thursday 14th October 2010

CCT Venues, Smithfield, London

Programme Highlights:

- Raise awareness of the business benefits of a healthy workforce
- Determine the ROI of wellness programmes
- Analyse the link between wellbeing and employee engagement
- Implement cost-effective wellness strategies
- Discover practical ways to improve the mental wellbeing of your workforce
- Tackle absence through wellbeing
- Hear new guidance on reducing stress at work



Chaired by:

- Grimsby Institute, *Peter Barnard*, Registrar



- East Sussex County Council, *Liz Felstead*, Head of Workforce Planning and Training
- AstraZeneca, *Margaret Bruce*, Health and Wellbeing Manager, Club AZ
- AstraZeneca, *Sue Connelly*, Global Health and Wellbeing Manager
- FirstGroup plc, *Jim Dalton*, Group Head of Resourcing and Employee Engagement

Special Presentation by:

- Leeds Metropolitan University, *John Hamilton*, Head of Safety, Health and Wellbeing

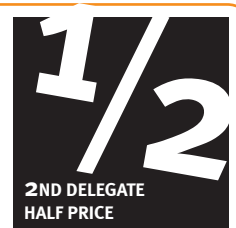


- Sainsbury Centre for Mental Health, *Helen Lockett*, Director of Programmes and Performance
- Nuffield Health, Senior Representative
- Global Corporate Challenge, *Tom Sermon*, Global Director
- British Gas, *Sarah Coop*, Health and Wellbeing Project Manager

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PRODUCED BY:



Uncover the business drivers and practical tools to create a culture of wellbeing

This specially designed conference will offer HR, OH and Health and Wellbeing professionals the chance to uncover both the **strategic and practical** elements of implementing wellness programmes, as well as giving you the tools needed to **boost wellbeing** and create a **healthy culture** in your own organisation.

The budgetary constraints affecting the majority of organisations at the moment have no doubt had an impact on your workforce; leading to a rise in **'presenteeism'**, increased levels of **stress and mental health problems**, low levels of morale and productivity. However a recent survey by Ipsos Mori has found that those companies that take active steps to manage and promote health and wellbeing at work can **improve their financial performance by as much as 10%**. And many leading organisations look at wellbeing as a strategic business issue that is linked directly to engagement and organisational productivity. It is therefore essential that you invest now in the wellbeing of your workforce, to retain talented employees and improve your bottom line.

Symposium Events' Employee Wellbeing Forum 2010 will look at the **business case** behind implementing wellbeing programmes including how to **measure wellbeing**, how to **engage and increase productivity** amongst your workforce as well as analysing the **ROI of wellbeing initiatives** and the impact of **holistic and pro-active wellbeing** campaigns. Featuring case studies from leading organisations such as **AstraZeneca, FirstGroup plc** and the **Sainsbury Centre for Mental Health**, you will leave with practical advice and inspiration to achieve a culture of wellbeing in your workplace.

Who Should Attend?

- HR Directors and Managers
- Chief Medical Officers
- Company Medical Directors
- Occupational Health Managers
- Wellbeing Managers
- Health and Safety Professionals
- Employee Benefits Advisers
- Employee Engagement Specialists

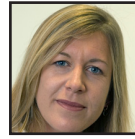
Benefits of Attending

- Examine the impact of introducing different wellbeing initiatives
- Deliver business benefits through wellness strategies
- Calculate the ROI of your health agenda
- Understand how to support employees with mental health problems
- Understand trends in wellbeing activities
- Embed a healthy culture in your organisation

Can't Attend?

If you cannot attend the conference in person, you can still ensure that you have access to the latest analysis and information presented at the event. Conference documentation, complete with copies of presentations, can be purchased for £145.00. Simply tick the box on the booking form and the documentation will be sent to you after the conclusion of the conference.

Who will be speaking?



Helen Lockett has been recently promoted to the **Director of Programmes and Performance at the Sainsbury Centre for Mental Health**. Helen has carried out research and service development in the fields of employment and mental health and disabilities for 15 years, after graduating in Social and Political Sciences from Cambridge University. Helen is currently completing an MBA at the University of Bradford, School of Management, through their distance learning programme.



Peter Barnard is Registrar at the Grimsby Institute of Further and Higher Education. He is one of the seven members of the Institute's Senior Management Team and is responsible for Human Resources, Diversity, Health & Safety, Health and Wellbeing, Internal Communications, Student Services and Sports Academy Development. He has developed a national award winning strategy for the Institute's employee benefits, health and wellbeing and internal communications and for equality and diversity.



John Hamilton is the Head of Safety, Health and Wellbeing at Leeds Metropolitan University. He has extensive experience in the design and implementation of organisational health and safety systems, and has a specialist interest in the management of workplace psychosocial hazards. John is a visiting lecturer at a number of academic institutions and has written an HSE/CIPD/Acas guide for employers on the law regarding work-related stress.



Tom Sermon is the Global Sales Director for the Global Corporate Challenge and works with companies to help engage and motivate their staff to increase their daily physical activity levels. The Global Corporate Challenge is now building up to its 9th annual event in which over 100,000 employees from 2,000 businesses "compete" in teams to virtually walk around the world over a 16 week period. Tom has a background in Human Evolution and is therefore keen to convey the importance that our bodies are built to be physically active!



Jim Dalton joined FirstGroup in 2004 from the Kingfisher Group where he had worked for 15 years. At FirstGroup Jim created the process and support networks for a ground breaking EU recruitment initiative which delivered 1500 staff into the business. Jim has significant experience in high volume recruitment, reward and recognition, employee engagement, employee relations, diversity, policy and procedure creation and maintenance, absence management and employment law and was a key player in transforming a fragmented HR function in First UK Bus into a cohesive team which now delivers tangible business benefits into the business.



Sue Connelly, Global Health and Wellbeing Manager, has been with AstraZeneca for over 25 years. From a background that includes working within the HR and occupational health environments, she has developed a counselling and life management programme to support mental wellbeing within organisations. Sue has been involved in the development of global wellbeing initiatives at AstraZeneca, targeting both proactive and reactive interventions.



Liz Felstead is currently Head of Workforce Planning & Training at East Sussex County Council, having gained a wide experience through a number of strategic roles with the Authority. A key target for Liz has been to reduce sickness absence levels within the organisation, particularly focussing on long term cases - and to shift the organisational culture from an expectation of sickness absence to one of attendance, while focusing on proactive wellbeing support to employees.

Conference Programme

Thursday 14th October 2010, CCT Venues, Smithfield, London

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09:00 - 09:30	Coffee and Registration	13:00 - 14:00	Lunch, Exhibition and Networking
	SESSION ONE		SESSION THREE
09:30 - 09:50	Introduction and Opening Address by Conference Chair Peter Barnard, Registrar, Grimsby Institute	14:00 - 14:25	Supporting Employees with Mental Health Problems <ul style="list-style-type: none">Raising awareness of mental health and removing the stigmaPolicy and best practice on managing mental health conditions in the workplaceIntroducing 'Impact on Depression'
09:50 - 10:15	The Strategy behind Wellbeing <ul style="list-style-type: none">Examining the impact of introducing wellbeing initiatives to your businessLooking at the ROI of certain policies and schemesCan wellbeing be used to engage and retain employees? <p>Margaret Bruce, Health and Wellbeing Manager, Club AZ, AstraZeneca and Sue Connelly, Global Health and Wellbeing Manager, AstraZeneca</p>	14:25 - 14:55	Helen Lockett, Director of Programmes and Performance, The Sainsbury Centre for Mental Health
10:15 - 10:40	Getting the World Moving <ul style="list-style-type: none">How the workplace is fast becoming the battle ground to improve the overall health and wellbeing of employeesEngaging and motivating employees to get active - empowerment over enforcementExamining how British Gas rolled out the GCC worldwide, including the impact on both the physical and mental wellbeing of their employees.What are the elements to be mindful of when promoting physical activity <p>Tom Sermon, Global Director, Global Corporate Challenge and Sarah Coop, Health and Wellbeing Project Manager, British Gas</p>	14:55 - 15:05	Guidance for Employers on Stress and the Law <ul style="list-style-type: none">Introducing new guidance for employers on the law regarding stressSimplifying understanding of employers' legal duties to employeesHighlighting employer actions that reduce stress and help complianceLooking at the important role the line manager plays
10:40 - 10:50	Questions and Discussion with Speakers	15:05 - 15:20	John Hamilton, Head of Safety, Health and Wellbeing, Leeds Metropolitan University
10:50 - 11:20	Coffee, Exhibition and Networking	15:20 - 15:45	Questions and Discussion with Speakers
	SESSION TWO		Coffee, Exhibition and Networking
11:20 - 11:45	The Business Benefits of Wellbeing <ul style="list-style-type: none">Understanding the link between wellbeing and employee engagementTaking a proactive approach towards employee healthDelivering business benefits through wellbeing strategies <p>Jim Dalton, Group Head of Resourcing and Employee Engagement, FirstGroup plc</p>	15:45 - 16:10	SESSION Four
11:45 - 12:10	Title TBC Senior Representative, Nuffield Health		Improving the Bottom Line with Wellbeing <ul style="list-style-type: none">Tackling short term absenceCommitting to continued investment in employee health and wellbeingLooking at the practical application and ROI of wellness programmes
12:10 - 12:20	Questions and Discussion with Speakers	16:10 - 16:15	Liz Felstead, Head of Workforce Planning and Training, East Sussex County Council
12:20 - 13:00	Knowledge Share Networking Session Split into roundtable groups to discuss your views on the most pressing topics facing health and wellbeing specialists		Questions and Discussion with Speakers This is your chance to discuss and debate the nitty gritty issues and seek solutions to improve the wellbeing of your workforce. Come prepared with questions to put to the panel to unearth tips and ideas on what they are doing in their own organisations. This is a great opportunity to talk through challenging issues in a structured environment.
			Chair's Closing Remarks and Close of Conference

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Venue

CCT Venues - Smithfield, Two East Poultry Avenue
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Date

Thursday 14th October 2010

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Thursday 14th October 2010
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Tuesday 19th October 2010
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Tuesday 2nd November 2010
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Tuesday 16th November 2010

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