



5th Annual MAD World Summit – Tuesday 11 October 2022 – agenda*

Prepare for the next chapter in workplace mental health and wellbeing

Mental health and wellbeing in the workplace are more critical than ever before. In just two years, we've experienced a decade of change in the world of work. Burnout is ubiquitous, uncertainty persists and now the cost-of-living crisis is biting.

Whilst adapting to meet fast-evolving employee needs and expectations undoubtedly presents challenges, it also opens opportunities for employers to scale-up workplace mental health and wellbeing support, embed wellbeing as a strategic priority and set a new benchmark for best practice. Will you remember the pandemic as a main cause of the Great Resignation, or as a catalyst for cultural change around mental health and wellbeing in your organisation?

At the 5th annual **MAD World Summit**, we'll be helping employers to step-up by showcasing what's working now and exploring what's needed next to weave mental health and wellbeing into your organisation's DNA, achieve maximum engagement with initiatives, optimise investment in workplace wellbeing and really **Make A Difference**.

09.00 Welcome, introduction and warm-up

09.05 **Opening keynote: Supporting mental health and wellbeing through challenging times to a brighter future for work**

As they navigate the uncertainties of our world to plot a course to a positive future for work, our panel of leaders share lessons learned from the pandemic and insights into approaches that embed cultures of care that support mental health and wellbeing.

Chair: **Jon Slade**, Chief Commercial Officer, **Financial Times**





Panel: **Sir Ian Cheshire**, Chairman, **Channel 4**, **Sarah Newton**, Chair, **Health & Safety Executive**

09.35 **Keynote panel: Call to action from the Chief Finance office**


In order for wellbeing to unlock sustainable value generation, it's essential for Board level executives to understand that it's non-negotiable. This diverse panel of leaders will equip you with the language and knowledge to shift your organisation to one where your Finance team have a critical role to play – not just with the economic case but also with the imperative cultural shift.

Chair: **Javier Echave**, CFO **Heathrow Airport**, Co-Chair European CFO Leadership Network **HRH Prince of Wales Accounting for Sustainability Project (A4S)**, and Chair of Wellbeing Leadership Team, **Business in the Community (BITC)**

10.15 **Coffee & networking**

Time	Talent, Skills, Culture Insights into creating workplace cultures that support wellbeing, empower employees to thrive and retain talent by focusing on systemic prevention, skills development and engagement. Sponsored by 	Leadership & Collaboration Best practice, practical insights and inspiration for all those responsible for setting up, stepping up or rolling out workplace mental health and wellbeing strategies. Sponsored by 	The Future... Stay ahead of the latest developments and assess approaches to future-proofing workplace mental health and wellbeing strategies. Sponsored by 	Think Tank: The Think Tank is “by invitation only” for up to 40 senior executives Sponsored by 
10.45 10.50	Chair’s intro Mastering your mindset at work As stigma around talking about mental health eases and understanding of neuroscience increases, there is growing recognition that triggers can have a profound impact on our ability to thrive at work. Drawing on personal experience, this session will outline practical ways we can approach mastering mindset in the workplace. Teodora Chatzisarros , Fashion, Business Development & Mental Health & Wellbeing Strategy Leader, Amazon	Chair’s intro Stepping up mental health and wellbeing support – whatever your budget Mental health and wellbeing support doesn’t have to cost a fortune. Learn from two very different approaches, with transferable insights for any employer wanting to maximise wellbeing budgets to deliver the tools and interventions that address your people’s needs – from bereavement to menopause and beyond. Paul Caudwell , Health Wellbeing Manager, Co-op and June Clark , Market Health & Wellbeing Manager, Nestlé UK & Ireland	Chair’s intro The case for investment in workplace wellbeing - pandemic and beyond With leaders facing a barrage of competing priorities, in order to sustain investment, employers are increasingly calling for ways to effectively assess needs, monitor the impact and demonstrate the ROI of mental health and wellbeing programmes. Discover tangible takeaways and best-practice approaches to making the case for investment in workplace wellbeing. Elizabeth Hampson , Deloitte and Kerrie Smith , Associate Director, Health & Wellbeing, Mace	In a closed-door environment, the Think Tank provides an opportunity for knowledge-sharing around what employers need to do to close the gap between employer and employee perceptions of workplace health support. Key insights will be shared in a post-event report. Sponsored by: Health Hero
11.25	Workplace wellbeing starts with teamwork Business as usual (eg workload, competing priorities, challenging relationships) is consistently identified as one of the leading causes of mental health decline in the workplace. This session will discuss why integrated workplace wellbeing initiatives need to begin with teams and focus on how they	Measure it, manage it: Leading cultural change for the next generation of mental wellbeing The next chapter in workplace wellbeing is about driving culture change. Leaders need the confidence and conviction to demonstrate the impact or wellbeing strategies – on an individual and an organisational level. And this takes getting deep into the data. Because you can’t manage what you can’t measure. In this	Creating sustainable wellbeing so your people (and your business) can thrive What makes an employee wellbeing strategy sustainable over time in a swiftly evolving workplace and unstable labour market? Gain insights into what to expect in the future of mental health at work and practical tips on how to leverage science to	

<p>12.05</p>	<p>work together. And we'll showcase how psychologically-informed training for teams, enabled by technology, can lead to positive systemic change. Dr Fran Longstaff, Head of Psychology, Fika & Client Panel: Embedding mental health and wellbeing into organisational strategy From individual, to team, to organisational responsibility. Picking up points from the preceding sessions, this panel will explore different approaches to creating cultures of wellbeing which support colleagues' growth with flexible work practices that respect autonomy, are inclusive and foster connection. Chair: Geoff McDonald, Global Advocate, Campaigner and Consultant for Mental Health in the Workplace; Co-Founder Minds@Work, previously Global VP HR, Unilever. Panel including: Ryan Hopkins, Former Global Workplace of the Future Lead, Finastra Yulia O'Mahony, Global Head of Health & Resilience, Philip Morris International Eddie Salmon, Global Client Success Director, Investors in People</p>	<p>session we'll explore: The whole person, whole-organisation approach; the measure > Understand > Act model; the four driving forces of cultural change Dr Nick Taylor, Co-founder & CEO, Unmind Panel: Who needs a Chief Wellbeing Officer? Your career in workplace mental health and wellbeing Unlike other professions, there's currently no set path if you want to build your career in the fast-evolving world of workplace wellbeing. Our panel of wellbeing leaders will share their personal experiences, identify best practice approaches to professional development and debate who is best placed to drive this agenda within organisations. Chair: Lauren Applebey, Mental Health Programme Manager, Meta Panel including: Charles Alberts, Global Head of Wellbeing & Employee Experience, Clifford Chance Hayley Farrell, Global Wellbeing & Resilience Manager, Arcadis Somayeh Rahimi, Wellbeing Manger UK, ComputaCenter</p>	<p>create a sustainable support system for mental and organisational health. Nicky Hemmings, Workplace Scientist, Koa Health Panel: Reporting on wellbeing. Are you ready? Increasingly, investors are recognising that employee mental health and wellbeing is very much part and parcel of a company's social impact. So, how do we ensure the appropriate wellbeing metrics are accounted for within the S of ESG? Find out about the leading initiatives in this space and have your say. Would mandatory reporting on wellbeing help or hinder your work? Chair: Catherine de la Poer, Founder, Halcyon Coaching Ltd and Adjunct Professor, Hult International Business School Panel including: Josh Kricheski, Global COO, EssenceMediaCom Simon Blake OBE, Chief Executive, Mental Health First Aid England Sarah Cunningham, Managing Director, World Wellbeing Movement</p>	
<p>12.45 – 14.00</p>	<p>Lunch, networking and time to visit the exhibition</p>			

14.00	Chair's intro			
14.05	<p>Using data driven insights to translate a wellbeing strategy into a multi-geography communication and engagement strategy</p> <p>This case study will showcase how FirstRand has tuned into the voice of the employee and mapped key messages to drive emotional connection to employee wellbeing offerings, pivot from service offering to engagement principles and land a wellbeing brand that resonates with colleagues from diverse cultures.</p> <p>Kirsty Lamberti Fisher, Head Internal Branding & Group Communications, FirstRand & Daniel Munslow, Group Communications, FirstRand</p>	<p>Stronger together: how employers can collaborate to level-up the nation's health</p> <p>The government and healthcare system can only address some of the systemic issues leading to poor health, and there is growing awareness that many of the solutions lie outside the NHS and that the business community has immense power to drive positive change and impact.</p>	<p>Roundtables Sponsored by</p>  <p>Deep dive into topics that matter, share experiences and build your toolkit of solutions.</p> <p>Each roundtable lasts 45 minutes. Delegates will be able to attend 2 different roundtables and can also move between tracks.</p> <p>14.00 – 14.45: Round 1 15.00 – 15.45: Round 2</p>	
14.35	<p>Culture, psychological safety and DEI: navigating the intersection - globally</p> <p>Good mental health at work is underpinned by psychological safety. But how can this be achieved as hybrid ways of working become the norm? Using concrete workplace examples this session will outline actionable tips to embrace best practice and create a "Speak up, listen up culture" that defends against microaggressions and builds inclusive teams - wherever they are working.</p>	<p>Heading off "them and us" tensions that undermine mental health and wellbeing</p> <p>Whilst new ways of working are benefitting many, others feel left behind. With pressures increasing, conflict can erode an organisation's culture and impact mental health. Join this session to debunk myths and challenge perceptions about how unions and employers can work effectively together to support mental health by tackling tensions before conflict arises.</p>	<p>Confirmed roundtable topics:</p> <p>Working together toward preventative mental health action Paul Hendry, Global VP for HSE, Jacobs</p> <p>What does successful workplace wellbeing look like? Robert Manson, Head of Occupational Health & Wellbeing, RWE Generation</p> <p>Seamlessly integrating DEI with wellbeing to support the individual needs of a multigenerational workforce</p>	

<p>15.05 Panel</p>	<p>Daisy Reeves, Global Inclusion & Diversity Client Relationship Partner, BCLP</p> <p>Building and maintaining effective employee networks to champion wellbeing across the organisation Allies, Ambassadors, Champions. Whatever you call them, many now recognise that employee resource groups can build on and bolster mental health and wellbeing initiatives. But others are struggling to get started or keep colleagues engaged. Learn from the lessons of three different wellbeing leaders, who are maintaining effective peer networks. Chair: Hannah Pearsall, Head of Wellbeing, Hays Panel to include: Vashti Holland, National Wellbeing Lead, Guide Dogs Katherine O’Hara, Therapy Area Specialist & Wellbeing Ambassador, Pfizer Oncology UK Jade Stanley, Spotify</p>	<p>Marina Glasgow, Chief Conciliator, Acas and Shelly Asquith, Health & Safety Officer, Trades Union Congress</p> <p>Your job can be good for you – backing business to revolutionise ways of working To attract and retain top talent, employers need to treat their people as discerning customers, with an individual and inclusive approach that protects and promotes mental health and wellbeing. Hear how forward-thinking employers are enabling employees to take ownership of their own “good” job, based on what is important to them, supported by managers and aligned with organisational practices and policies. Chair: Dr Fiona Adshead, Chair, Sustainable Healthcare Coalition Panel to include: Arti Kashyap-Aynsley, Global Head of Health & Wellbeing, Ocado Group Naeema Choudry, Partner, Eversheds Sutherland (International) LLP and member of Business in the Community’s “Better Work” Advisory Board Amanda Owen MBE, Safety, Health & Wellbeing Director, Heathrow</p>	<p>Lucile Kamar, Head of Diversity & Inclusion, ITN</p> <p>Using storytelling to maintain momentum behind the shift from stigma to solutions Lesley Woods, Chief Communications Officer, Campaigns, Ministry of Defence and Squadron Leader, Media Operations Officer, RAF Reserves Reinventing rewards and benefits around wellbeing Ian Glendinning, Director of Reward & Benefits, Specsavers</p> <p>Moving to the next level of maturity for workplace mental health and wellbeing Francine Watson, Global Director Wellbeing, Barclays</p> <p>Supporting colleagues with Long Covid Judith Grant, Workplace Wellbeing Strategist</p> <p>Tried and tested approaches to getting and keeping boardroom buy-in</p> <p>Practical ways to create psychological safety at work</p> <p>Overcoming silos to create a joined-up culture of wellbeing</p>	
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15.45 – 16.15

Coffee & networking

16.15 – 17.00

Closing keynote: Mark Malcomson CBE, Principal and Chief Executive City Lit, in conversation with Clarke Carlisle, Former Premier League Footballer

Clarke Carlisle has performed at the highest levels of professional football, first as a player and then in governance. Operating at the level, with the profile and exposure it brings, creates huge pressure for an individual. How does that pressure effect you on a personal and professional level? What are the effects on your mental and physical wellbeing? Clarke will join Mark Malcomson for a wide-ranging conversation about his life and work and the importance of mental wellbeing.

17.00 – 17.30

Drinks and networking

*Agenda is subject to change

Confirmed workshop topics and sponsors:

Workshops will run parallel to the main agenda as follows. Full details can be found at: <https://madworldsummit.com/workshops/>

Workshops:

Time	A	B
10.45-11.30	Nuffield Health - How to help languishing colleagues flourish in the hybrid world of work	Onebright – Cutting through the noise: how to work out what’s right for your business when it comes to mental health
12.00-12.45	Peppy – The expert’s guide to menopause at work	BHSF – Mentor, motivator, moderator, mental health first aider... Enabling people managers in the post-pandemic workplace
2.00 – 2.45	SilverCloud – Next generation mental health: reimagine workplace mental health and wellbeing	Wealth Wizards – Improving employee financial wellbeing through the cost-of-living crisis and beyond
3.00 – 3.45	Virgin Pulse – How to effectively personalise workplace wellbeing support (focus to be confirmed)	Awaris – Supporting the mental health and wellbeing of your people through change and uncertainty (focus to be confirmed)