

6th Annual MAD World Summit Thursday 12 October 2023 – agenda*

Working together to achieve a step change in employee mental health and wellbeing

As we continue to navigate constant change and uncertainty, leading employers have recognised that their people's wellbeing underpins both individual and business success. A recent survey into global wellbeing by Aon found that 74% of UK organisations said that wellbeing has increased in their workplace. This is great progress, but too many organisations are still struggling to make a real difference to workplace culture, mental health and wellbeing. Whilst as many as 92% of UK organisations have wellbeing initiatives, only 29% would say that wellbeing is fully integrated into their overall business strategy - relying instead on ad hoc initiatives without demonstrable results.

For cultures of care to be truly embedded, and for organisations to get value on their investment in employee mental health and wellbeing, we need to work together to achieve a step change.

Whether you're just getting started on your workplace mental health and wellbeing journey, or you're moving to the next level of implementation and looking to hone the support that you offer, this year's MAD World Summit will provide an unparalleled opportunity to learn from the leaders, stay ahead of trends and share ideas in real time with like-minded peers.

Threading through this year's Summit's session are the themes of sustainability and diversity - demonstrating the need for these to be at the forefront of your organisation's approach to supporting the all-round, inclusive wellbeing of colleagues and creating working conditions under which every individual can thrive.

07.45 08.45 Breakfast briefing: The real truth about effective mental health strategies in organisations today - a conversation This solution focused interactive session unpacks the lack of 'fit' and ineffectiveness in so many organisational mental health strategies. Speakers will discuss the challenges faced by many organisations and how this can contribute to poor mental health and a psychologically unsafe workplace.

- Identifying the gaps in behaviour change and skill development in approaches to wellbeing
- Fundamental change makers that organisations can adopt in their arsenal of wellbeing strategies
- Lifelong approaches to skills and theory driven behaviour change vs a true analysis of personal resources
- Engagement the real barrier?



Dominic Bennett, Founder & CEO, OnWellbeing

On Wellbeing

Dr Nicola Eccles, Head of Mental Health and Wellbeing, OnWellbeing



Dr Heather McKee,

Health Behaviour Change Specialist, **OnWellbeing**

Welcome, introduction and warm-up: 'Be More Human'



'Thomas Duncan Bell, The Bipolar Businessman; **Founder, My Whole Self**

09.05

Opening keynote: The future of work through the lens of workplace culture, mental health and wellbeing

Our first keynote panel shines a spotlight on the state of the nation and how the workforce is faring. In the future of work, changing demographics and age diversity, coupled with new AI technology and a disconnected, hybrid workforce will have significant implications for organisations.

- What do current and future global trends mean for our mental health and wellbeing?
- The increasing need to meet the individual needs of a multigenerational workforce
- People sustainability as a concept that will redefine work in 2024



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Healthcar

Lead by:

Geoff McDonald, Co-Founder, Minds@Work; Board Advisor, Supernova



Chairman, **Spire Healthcare Group**; Chairman, Channel 4; Chair, Land Securities



Kelly Beaver MBE, Chief Executive, Ipsos UK & Ireland

President & Member of

the Board of Directors,

Calm Business

Alex Will,

Professor Dame Carol Black DBE, FRCP, FMEDSCI, Chair, Centre for Ageing Better

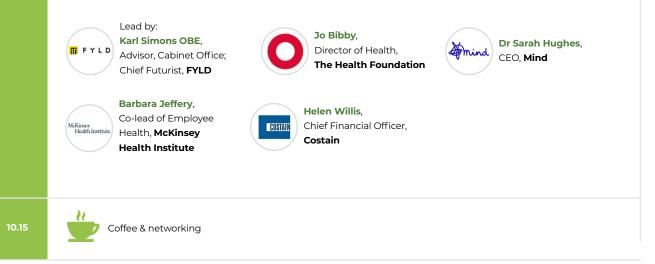


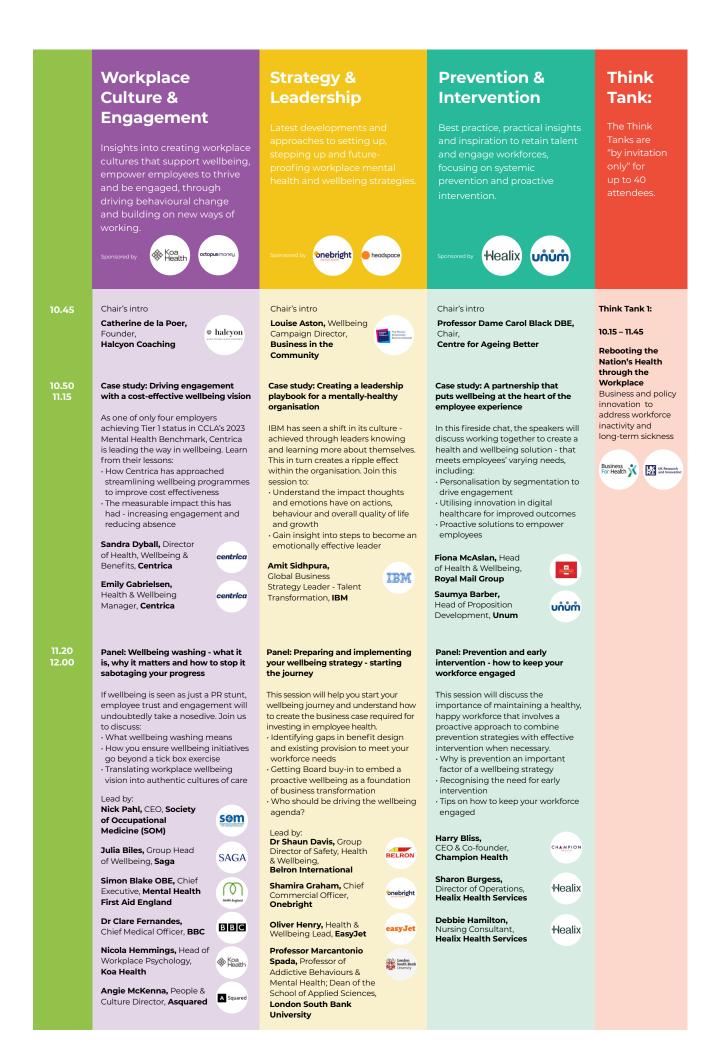
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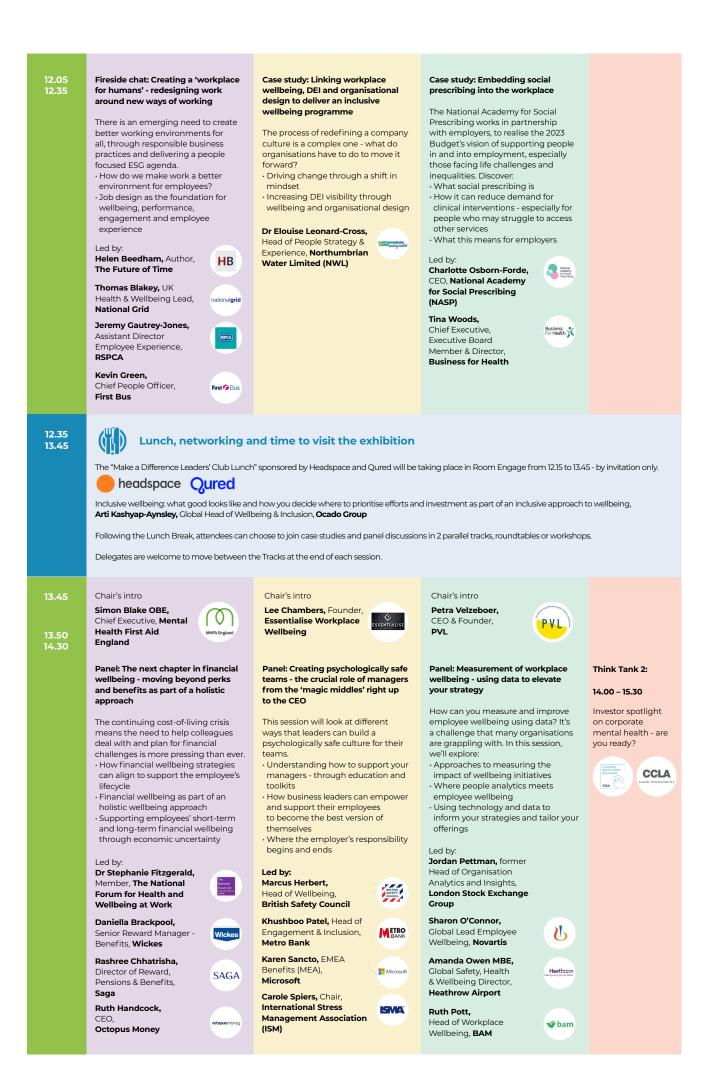
Keynote panel: Collaborating to achieve a workforce of thriving employees

We hear a lot about progress in workplace mental health and wellbeing, but whilst recognition of organisations' responsibility is growing, are we really making a difference? If not, why not? Our expert panel of speakers will discuss just how far workplace wellbeing has come, what the barriers to progress really are and what needs to happen next including:

- The factors affecting the mental health and wellbeing of different working demographics
- Increasing focus on the essential role of the manager
- The growing intersection between DEI and wellbeing
- Bridging the gap the next steps for 2023 and beyond to embed wellbeing into the future of work







14.35

15.20 16.00

Panel: The workforce of the future - multigenerational and cultural wellbeing - mental health expectations

Engaging a multigenerational workforce through their benefit needs.

- The ageing workforce how the workplace can adapt
 Supporting the early careers
- Supporting the early careers population and their wellbeing
 Benefits and wellbeing of digital
- nomads and employees working in the Metaverse

Led by: Paul Farmer, Chief Executive, Age UK

Courtney Lagace, Wellbeing Lead, PwC UK Alex Will, President & Member of the Board of Directors, Calm Business

Mariyana Zhou, Human

Champions network panel: How

This session looks at the crucial

role that champions networks can

culture by translating empathy into

· Challenges faced in building and

wellbeing and drive culture change

• How to use your network to make the bridge between DEI and

play - turning around workplace

embed cultures of care

sustaining a network

Robert Wigmore, Senior

Manager - Total Rewards

Lea Ghanem, Co-Chair

of the Wellbeing Blend

& Senior Strategy and

Claire Burgess, Head

of Health & Wellbeing,

Sarah Munday, ED&I and Wellbeing Manager,

Sean Tolram, Mindfulness

BRITVIČ

Business Planning Manager, **Starbucks EMEA**

Unipart Group

Britvic Soft Drink

& Analytics EMEA.

Starbucks EMEA

engagement.

Led by:

and

employee networks can build and

Resource Director -

Europe, Radancy



ageuk

pwc

Panel: Investing in minds unleashing the power of human capital for sustainable success

In this session, we will explore how embracing human capital can revolutionise your organisation's sustainability efforts. Our speakers will offer a unique insight from both a wellbeing and a financial leadership perspective.

- Placing people and wellbeing at the forefront of sustainability The role that social factors play in driving businesses forward on the
- path of ESC advancement • The tangible returns on investment - what can be achieved when
- businesses prioritise mental health Empowering employees - fostering a culture of wellbeing

Jacobs

Heathrow

Jacobs

L'ORÉAL

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Led by:

Paul Hendry, Vice President -HSE, Jacobs Engineering

Javier Echave, Chief Financial Officer, Heathrow Airport Holdings

Claudia Jaramillo, CFO, Jacobs Engineering

Natalie Nicholles, Senior Director, Capitals Coalition

Malcolm Staves, Global Vice President Health & Safety, L'Oréal

Panel: Embedding workplace wellbeing - shifting from reactive to proactive approaches and futureproofing strategies

Integrating wellbeing strategies and creating a work culture, where people are supported through challenges they face.

- Why does a proactive, holistic approach lead to better people and business outcomes?
- Does an organisation need policies and procedures in place?
- What's needed to future-proof workplace wellbeing strategies and
- workplace wellbeing strategies and take your people with you

Led by: Isabel Berwick, Host of Working IT Podcast, FT



Ryan Hopkins, Author, '52 Weeks of Wellbeing'

Dr Sophie Mort, Mental Health Lead, Headspace

Dr Richard Peters, Medical Director EMEA, Goldman Sachs

Panel: Reasonable adjustments what should employers be looking at?

There's a legal obligation to put in place reasonable adjustments for employees, if their mental health constitutes a disability. But where do organisations start?

- The power of workplace adjustments
 Case study good practice in
 implementing workplace
- adjustments Maximising the success of workplace

Led by: Francoise Woolley,

adjustments



Alicia Collinson, Senior Associate, Thrive Law

Dr Sally Hemming, Health and Wellbeing

Lead - Employee Relations, **Ernst & Young**

Jodie Hill, Managing Partner & Founder, Thrive Law

Shriti Pattani, President, Society of Occupational Medicine (SOM); Specialist Clinical Advisor

in Occupational Health, NHS England

Kimberley Ward, Financial Inclusion & Vulnerability Manager, First Direct

Case study: 'Be Well Together' - a collaboration between health and business strategy

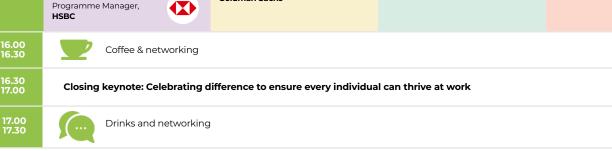
In this session, Mars will share their award-winning holistic health and wellbeing 'Be Well Together' model more than just a corporate strategy; a practical guide for Mars' associates to live well.

- The evolution of the 'Be Well Together' model - post Covid learnings about mental health and wellbeing where social wellbeing fits with this
- The importance of integrating your wellbeing strategy with business strategy
- Why flexibility is key how to adapt strategy for different colleagues
 How Mars measures success

Justin Boxall, Associate Health & Wellbeing Manager, **Mars UK**

Jen Christie, Health & Wellbeing Practitioner, Mars UK







Roundtables

Delegates will also be able to join a choice of seven roundtable discussions to deep dive into topics that matter, share experiences and build your toolkit of solutions. Calm Business' roundtable will run from 10.45 to 11.30 and will be repeated from 11.45 to 12.30. The other roundtables will run from 14.30 - 15.15 and be repeated from 15.30 to 16.15. Delegates will be able to select which roundtables they wish to join on arrival at the Summit.

1. Tackling stress and burnout at your organisation

Calm Business

According to 2023 research from the Harvard Business Review, 82% of executives say workplace stress is a problem at their organisation. But employers aren't powerless-they have the ability to equip their employees with tools and programs that can help reduce stress, prevent burnout, and improve overall wellbeing. Join this roundtable to discuss:

· The latest research on the link between workplace stress and mental health

· Best practices for addressing stress and burnout in the workplace

· Strategies for creating a company culture supportive of mental health

Jessica Sears,

Founder & Chief Advisor, Calm Business



Takunda Marevesa, EMEA Enterprise Lead - B2B, Calm Business



2. Reasonable adjustments in mental health for neurodiverse employees

Healix

Workplace adjustments to engender inclusive environments enabling everybody to thrive in their work are an increasing area of focus amongst workplace health and wellbeing strategies and interventions. Adjustments for neurodivergent workers, such as workplace design solutions, continue to be adopted, but there still remains inconsistency in understanding, application and practice.

This roundtable session will provide an opportunity to share learnings amongst peers to explore:

- · How well we currently understand the extent and advantages of neurodiversity in our workplaces
- \cdot How we can create neurodiverse workplaces through reconfiguring recruitment practices
- \cdot How we can better foster inclusive workplaces going forward

Stephen Haynes,

Director of Wellbeing, British Safety Council



Debbie Hamilton, Nursing Consultant, **Healix Health Services**

Healix

3. Personalised mental health: getting employees to the right care at the right time



Globally, 59% of working adults are dealing with a mental health issue without professional support. More than half have at least one mental health issue, yet the majority won't seek out clinical care, citing a preference for self-help or lack of confidence in treatment and limited awareness around how to access the right services for their unique needs. This means that for employers, one of the biggest challenges to overcome in supporting their workforce is getting employees to the right care at the right time. In this roundtable, find out:

 $\cdot\, \text{How}$ mental health is impacting your workforce

- · Why people aren't accessing the care they need (even if you have benefits in place)
- · What you can do to better support your staff

Dr Anna Mandeville, UK Clinical Director, Koa Health



4. Money and mental health in a cost-of-living crisis octopus money

A year into the cost-of-living crisis, money is now a leading cause of poor mental health for employees. As mortgage and household costs continue to rise for millions, employers need to stay on the front foot. Join this roundtable to discuss:

- What can workplaces do to tackle the stigma and make it easier for people to talk about money worries?
- · What lessons can we take from progress on mental health?
- · Where does an employer's responsibility begin and end?
- · How far should companies go to support employees' financial wellbeing?
- · What practical solutions can employers consider?

Anasuya Iyer,	\frown	Ruth Handcock,	\frown
VP of Growth,	octopusmoney	CEO,	octopusmoney
Octopus Money	\bigvee	Octopus Money	\bigcirc

5. Improving workplace mental health awareness: taking the first steps

Dr Dan Kolubinski, Principal Therapist, Onebright



Sarah Carter, Head of Account Management, Onebright



6. The flow of care: how to spot - and break - barriers to employee wellbeing



onebright

All employees deserve the right care, at the right time - and it's our duty as employers to empower their mental health. Life's journey is unpredictable, and we all operate on a spectrum from flourishing to struggling. We can't always anticipate setbacks, but organisations can prepare a robust flow of care. Proactive education, wellbeing metrics, in-the-moment tools and certified practitioners, all play a role in helping people to flourish. Leading organisations embrace these critical services. But getting there takes understanding the real blockers and enablers of good mental health and wellbeing.

- \cdot Visible and invisible barriers to care
- · Crafting wellbeing strategies that obliterate these obstacles

Unmind

- · The new integrated model of 'flow of care'
- · Putting power back into the hands of your most valuable asset your people

David Philips,

Mental Health Technology Consultant, **Unmind**



Coaching, **Unmind**

Unmind

7. Integrating DEI into senior leadership management training

Tony Singh, Organisational Development & Employee Experience Lead, Babergh & Mid Suffolk District Councils



Stefanie Daniels, Founder, **Life Begins at Menopause**



Workshops

10.45 - 11.30

The science behind happiness and productivity



In this session, our speakers will take you through the latest academic research definitively showing that improving employee happiness will drive enhanced productivity. They will then address the natural next question, "What drives happiness?", by showcasing ART's unique dataset to unveil the key drivers that are underpinned by the wellbeing fundamentals. You'll leave this session with practical takeaways for how to improve your employees' happiness and productivity at work, as well as a business case for investment in workplace wellbeing, to enable your organisation's financial success.

- Movement
- Recovery
- Nutrition
- Mindset

Dr Josh Jackman,

Operations Director, ART Health Solutions



Mary Curristin,

Customer Experience Lead, **ART Health Solutions**



10.45 - 11.30

Five ways to support working parents and improve your business ROI



Working parents and parents-to-be make up approximately a third of the workforce. The burn-out amongst working mothers in particular is at crisis point - leading to record numbers of women leaving their careers to look after family. This practical workshop will outline some simple and effective things that we as organisations can do to make sure working parents feel supported, confident and productive.

- · The 3 key struggles of being a working parent today financial, logistical and mental
- \cdot How the confidence and wellbeing of working parents impacts everyone in the business
- \cdot The business case and why working parents unlock the key to improving your gender pay gap

Sarah Hesz, CCO, Bubble



12.00 – 12.45

Next generation mental health: reimagining workplace mental health and wellbeing



In the aftermath of the global pandemic, never has employee mental health and wellbeing been so high on the organisational agenda. Yet, in spite of increasing budgets and endless options in the market, many organisations struggle to put in place approaches that are both effective and sustainable. This workshop will explore how employers can challenge the status-quo to reimagine their approach to workplace mental health and wellbeing. Join us for an engaging discussion and actionable insights on:

- \cdot The future landscape of mental health and wellbeing in the workplace
- \cdot What organisations need to consider to future-proof their approach to employee mental health and wellbeing
- · Practical approaches that all employers can use to reimagine their workplace wellbeing efforts

Alison Bromley, Director Behavioural Health Solutions, SilverCloud® by Amwell®

