Emotional Well-Being CONFERENCE
Psychological Safety, Mental Health and Resiliency
VIRTUAL EVENT
June 22 – 23, 2021
www.conferenceboard.org/wellbeing
DAY ONE
Tuesday, June 22, 2021

9:45 – 10:00 am  General Session A:
Welcome and Opening Remarks from the Conference Chair
John Brewer, Program Director,
The Conference Board

10:00 – 10:40 am  General Session B:
Workplace Emotional Well-Being, Mental Health, and Psychological Safety: The Case for Action
The COVID-19 epidemic has caused a heightened focus on employee emotional well-being. Many studies over the last year have identified a dramatic increase in depression, anxiety, and loneliness among employees working remotely as well as increased stress levels due to the epidemic. And of course, grief.

Many even speak of the mental health crisis as a second pandemic.

Johnson & Johnson is among those organizations that were already taking action to support employees before the pandemic and Craig Kramer is one of the most eloquent and passionate advocates for action in North America. In this session, he will review the current environment and share some of J&J’s initiatives that have helped their employees maintain their emotional well-being.

Craig Kramer, Mental Health Ambassador, Johnson & Johnson

10:45 – 10:50 am  Break – Reflect & Connect

10:50 – 11:30 am  General Session C:
Depression & Diabetes: The Link Between Mental Health and Metabolic Disease
When it comes to metabolic disease and our emotional health, diabetes and depression are known to have a clinical relationship. This makes reducing the prevalence of the disease more difficult. Tackling both the mental health and blood sugar issues poses a true conundrum, but with the advent of precision nutrition, how can we alter the course of the disease? And how can the microbiome intermediate impact outcomes for all metabolic diseases?

In this session you will hear about:

- Understanding the complex relationship between diabetes and depression
- A clinical explanation of the brain, gut, and microbiome axis
- The important role of blood sugar in diabetes care management
- How blood sugar control can improve resilience
- Why precision nutrition is the missing link for Employers’ disease management programs

Dr. Alan Spiro, M.D., F.A.C.N. & Former Chief Medical Officer, Blue Health Intelligence

11:30 – 11:35 am  Break – Reflect & Connect

11:35 – 12:15 pm  General Session D:
Positive Psychology, Performance, and Emotional Well-Being
True well-being is more than the absence of illness but rather the optimization of potential. And in the same way, we train our bodies to perform better through exercise and nutrition so we can apply the principles of positive psychology to improve wellbeing and increase performance.

In this session, you will hear how one employer has done just that and so simultaneously protected employees from mental stress, created a more positive and productive environment and a more cohesive team.

Peeron Mukadam, Senior Director, Global Learning and Customer Enablement, Honeywell

12:15 – 12:20 pm  Break – Reflect & Connect

12:20 – 1:00 pm  General Session E:
Equipping Employees for Well-Being in the Face of Stress & Preventing Burnout Among Employees
While an extreme example, a recent survey of younger employees at Goldman Sachs revealed many working 100-hour weeks and a high level of stress and anxiety. Meanwhile, we have all become more aware in the last year of the relentless working environment for front-line health personnel. Who better than to speak to the issues of workplace stress, and burnout than the person who leads wellness for Johns Hopkins. In this informal interview, Richard Safeer will discuss:

- Identifying the signs of burnout in yourselves and others
- Leading to avoid burnout in your team
- Prevent burnout from happening
- Why we don’t speak about “resiliency” at Johns Hopkins
- Support those feeling overwhelmed

Richard Safeer, MD, FACLM, FAAFP, FACPM, Chief Medical Director, Employee Health and Well-being, Johns Hopkins Medicine

1:00 – 1:05 pm  Break – Reflect & Connect

1:05 – 1:45 pm  General Session F:
Lived Experience Panel Session: Creating the Psychologically Safe Workplace
Much of the discussion around workplace culture is aimed at creating the ability to “bring one’s whole self to work” – a workplace where you can be your authentic self and speak up without fear. Much of the discussion of workplace mental health focuses initially on addressing stigma – the fear people have that sharing their personal mental health stories will result in shaming or damage to one’s career.

These two ideas meet in the concept of the psychologically safe workplace and this session will explore how you as a leader can create this environment for your team and how this benefits everyone and allows everyone to contribute to the success of the organization.

For sponsorship opportunities, please contact ryan.gavaghan@conference-board.org
DAY TWO
Wednesday, June 23, 2021

9:45 – 10:00 am General Session I:
Welcome and Day One Recap from the Conference Chair
John Brewer, Program Director, The Conference Board

10:00 – 10:40 General Session J:
Addressing Social Isolation, Loneliness, and Mental Health in the Workplace
It's been said that being lonely has the equivalent health impact of smoking 15 cigarettes a day. Yet before COVID-19, the issue was rarely discussed in the workplace. The pandemic changed that as remote work for many means lonely work. And almost everyone has seen a dramatic reduction in in-person interaction over the last year. Ask anyone what they have missed most and inevitably they will mention "hugs" at some point.

But the stigma around loneliness remains – this session will look at what employers and leaders can do to help foster greater social engagement among employees and for themselves.

Pete Bombaci, Founder, The GenWell Project, The Human Connection Movement

10:45 – 10:50 Break – Reflect & Connect

10:50 – 11:30 am General Session K:
Equipping Managers to Recognize and Address Mental Health in the Workplace
Managers are not doctors. Leaders are not therapists. Nor should they be. But managers and leaders do have a role to play in helping employees achieve greater emotional wellbeing.

Drawing on the experience of applying The Mental Health Commission of Canada’s National Standard this session will help you better understand how to:

- Recognize the signs of depression and anxiety in others
- Create an environment where people feel safe to share their emotional and mental state
- Respond effectively when someone says they need help
- Help those returning to work after a mental health absence
- Build a best-in-class program to support mental health in the workplace

Jennifer Richardson, Director, Corporate Health, Safety & Environment, The Royal Canadian Mint

11:30 – 11:35 am Break – Reflect & Connect

11:35 – 12:15 pm General Session L:
Grief and Gratitude
Grief is a tough topic for the workplace. On the one hand, employers work with guidelines for time off and support while grief itself knows no timetable or measure. And few
organizations train leaders on how to address grief or support those in need. And given events of the last year grief has become a daily reality for so many.

This session will introduce you to ideas of how to:
- Better understand different types of grief such as anticipatory or disenfranchised
- Bear witness to others grief rather than trying to fix it
- Avoid saying the wrong things
- Use gratitude to help cope with your own grief
- Remove some of the stigmas around grief to help create psychological safety for those grieving

Mita Mallick, Head of Inclusion, Equity and Impact, Carta

12:15 – 12:20 pm  Break – Reflect & Connect

12:20 – 1:00 pm  General Session M:
**Returning to “Normal” – Taking Stock of the Impact of the Pandemic and Implications for Mental Health**

Few things have dominated our lives the way COVID-19 has since the WHO declared a pandemic in early 2020. Yet from the very beginning people were talking about a “shadow pandemic” of mental health as isolation, stress, anxiety, and grief increased for so many of us.

Darcy Gruttadaro will reflect on how the conversation around Workplace Mental Health has changed in the last year, the scale of the problem, and what we might expect as vaccination offers victory over the virus.

_Darcy Gruttadaro_, Director, Center for Workplace Mental Health, **American Psychiatric Association Foundation**

1:00 – 1:05 pm  Break – Reflect & Connect

1:05 – 1:45 pm  General Session N:
**Women’s Health: Maternity, Fertility and Mental Wellbeing**

At the start of the pandemic, many predicted a baby boom – the reality has been the opposite with many choosing to delay having children due to the pressures of the last year.

At the same time, many women have left the workforce to care for children unable to attend daycare. Many employers will be looking to encourage these women to reenter the workforce as their skills and experience will be much needed as the economy bounces back.

These two factors may well lead to a post-pandemic baby boom – and employers need to be on hand to provide emotional, financial, and medical support for parents.

This session will explain why parental support of all kinds will be an important factor, in the overall emotional well-being of the workforce and how you can respond so that you can attract and retain the best talent.

**General Session O:**

**Addressing Substance Use Disorder in the Workplace**

The understandable focus on COVID-19 has obscured another epidemic that will continue as the virus recedes. Deaths due to opioid overdose have not fallen during the last year and indeed the isolation many have experienced has led to increasing drug and alcohol consumption for many.

This session will look at the data and discuss ways employers can help those in distress and how leaders can spot some of the signs of emerging problems in this area.

**General Session P:**

**Next Steps – Panel Session on What You Can Do Tomorrow to Improve Your Own and Your Workplace Emotional Wellbeing**

As vaccinations reach a critical mass in the US and more and more employers move all or some of their workforce back into shared work environments, emotional wellbeing and mental health need to be top of mind.

In this closing panel wellness leaders will reflect on how they have maintained their equanimity in the face of change, the strategies they recommend going forward, how to help employees transitioning back to the office and ensure the new workplace wherever it is welcoming and wellness-promoting for all.

Panelists:
- Dan Lukasik, Special Projects Coordinator, **New York Office of State Administration**
- Lora Dever, Learning and Development Consultant, **Dell Technologies**

3:15 – 3:25  Closing Remarks From the Chair

3:30 – 4:30pm  Emotional Wellbeing Overtime II