DAY ONE
Tuesday, June 22, 2021
9:50 am – 4:40 pm ET

9:50 – 9:55 am ET General Session A:
Welcome and Opening Remarks from the Conference Chair
Leo Flanagan, Ph.D., Distinguished Principal Research Fellow, The Conference Board

9:55 – 10:35 am ET 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

10:35 – 10:45 am ET Break – Reflect & Connect

10:45 – 11:20 am ET 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

Dr. Kimberly Hutton M.D., Chief Medical Officer, CareATC

11:25 – 11:35 am ET Break – Reflect & Connect

11:35 – 12:10 pm ET General Session D:
Research: Holistic Well-Being at Work
This research seeks to understand new, integrated models of well-being. You will hear about what organizations are doing and how employers can more effectively support their workers during these difficult times. Key themes for this discussion will be:
- What is the future of worker well-being initiatives and what are key areas for organizations to consider?
- How can organizations support their workers’ concerns?
- During these unique times and as everyone continues to "readjust" to an ever-evolving workplace.
- What are some strategies to encourage the use of wellbeing offerings?
- In addition to internal, company-driven initiatives, what types of resources and partnerships should organizations consider that can help support their workers’ holistic well-being more effectively?

Laura Sabattini, Principal Researcher, Human Capital, The Conference Board

12:10 – 12:20 pm ET Break – Reflect & Connect

12:20 – 1:05 pm ET General Session E:
Interview: Addressing Burnout, Building Resiliency: Lessons in Emotional Well-Being from Healthcare
In this informal interview, Richard Safeer will share some of the lessons learned in emotional well-being during the pandemic. Topics for discussion will be:
- How useful is the idea of “resiliency” in your workplace
- Identifying the signs of burnout in yourselves and others
- Leading to avoid burnout in your team
- Prevent burnout from happening
- Support those feeling overwhelmed
- What resources should employers provide

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

Moderator: David Dye, Program Director, The Conference Board

1:05 – 1:15 pm ET Break – Reflect & Connect

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1:15 – 2:00 pm ET General Session F:

Panel: Lived Experience: 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.

Panelists:
- Geralyn Georgio, Director Change Management & Communications, Global Services, Johnson & Johnson
- Dan Lukasik, Judicial Wellness Coordinator, New York Office of State Administration

Moderator: Leo Flanagan, Ph.D., Distinguished Principal Research Fellow, The Conference Board

2:00 – 2:10 pm ET Break – Reflect & Connect

2:10 – 3:00 pm ET General Session G:

Black Emotional Lives Matter: Embedding Diversity and Inclusion in Your Approach to Employee Well-Being

The broader awakening to the persistent issue of racism in the US in 2020 must change how we approach employee emotional wellness. Employers must recognize that different groups of employees carry different loads and meet every employee where they are.

This two-part session will begin with a discussion of the lived emotional experience of Black employees both inside and outside work and how everyone working in the field of employee mental health needs to become more aware of the emotional challenges faced by their Black colleagues. You will hear about issues such as:

- The impact of secondary trauma and the impact of events
- The emotional tax paid by Black employees as they navigate the biases of a white-centric society and have to adapt to fit in with white-dominated work cultures
- The psychic pain caused by microaggressions
- The emotional toll of exclusion

The conversation will then feature an exploration of how one organization responded to the imperative to reexamine wellness through a diversity lens. This session emphasizes that diversity is not a new program within the area of employee emotional wellbeing but rather requires a fundamental rethink of the function.

Allison Allen, EVP and Chief People Officer, Lincoln Center for the Performing Arts

3:00 – 3:10 pm ET Break – Reflect & Connect

3:10 – 3:40 pm ET General Session H:

Predict, Protect, Prevent: The Power of Insights and Analytics in Employee Well-Being

Over the last year and a half, C-suite executives have learned what HR already knew: wellbeing and performance are inextricably linked, and an agile and resilient workforce is now what it takes to adapt and survive. With more focus than ever on the business impact of employee wellbeing, employers need analytics and insights to help them see around corners to predict problems, protect people, and prevent persistent issues from resurfacing. Join meQuilibrium’s Jan Bruce CEO and Co-Founder, and Brad Smith, Chief Science Officer to gain the clearest understanding of the predictive insights that link wellbeing and performance and empower employers to make better business decisions.

Jan Bruce, CEO, and Co-Founder, meQuilibrium
Brad Smith, PhD, Chief Science Officer, meQuilibrium

3:40 – 3:50 pm ET

Closing Remarks From the Chair
Leo Flanagan, Ph.D., Distinguished Principal Research Fellow, The Conference Board

3:50 – 4:00 pm ET

Emotional Well-Being Overtime I
John Brewer, Program Director, The Conference Board

DAY TWO

Wednesday, June 23, 2021

9:50 am – 4:30 pm ET

9:50 – 9:55 am ET General Session I:

Welcome and Day One Recap from the Conference Chair
Regina Brayboy, Senior Fellow, Human Capital, The Conference Board

9:55 – 10:35 am ET 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 & Chief Connection Officer, The GenWell Project

**10:35 – 10:45 am ET** Break – Reflect & Connect

**10:45 – 11:25 am ET** 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

**11:25 – 11:35 am ET** Break – Reflect & Connect

**11:35 – 12:15 pm ET** General Session L:

**Post-Pandemic Strategies for Measuring and Improving Workplace Mental Health**

As we begin to emerge from the pandemic, it is important to remember that a mental health crisis existed long before COVID-19. And new stressors, like the return to work, are continuing to fuel stress and anxiety for the working population. With a recent poll showing 86% of employees want their employer to build a corporate culture that encourages open dialogue around mental health, now is the time for a change. Learn what you can do to measure and monitor the mental health of your organization, mitigate the associated risks, open a dialogue with employees, and help them reduce stress and anxiety so they can increase focus and productivity.

**Melissa Frieswick,** Chief Commercial Officer, Total Brain

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

**12:20 – 1:00 pm ET** General Session M:

**Applying the L.E.A.D. Framework to Support Workplace Mental Health**

A few things have dominated our lives 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. Recent data from the U.S. Census Bureau shows nearly a tripling of people experiencing signs of depression and anxiety.

Darcy Gruttadaro will reflect on how the conversation around Workplace Mental Health has changed in the last year, the scale of the problem, and how the APA’s L.E.A.D. framework addresses the issue through a focus on:

- Leadership
- Effective Communication
- Adapting to Change
- Doubling down on access to care

**Darcy Gruttadaro,** Director, Center for Workplace Mental Health, American Psychiatric Association Foundation

**1:00 – 1:10 pm ET** Break – Reflect & Connect

**1:10 – 1:50 pm ET** Concurrent Sessions

**Concurrent Session N1:**

**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.

**Peeran Mukadam,** Senior Director, Global Learning and Customer Enablement, Honeywell

**Concurrent Session N2:**

**Financial Security: A Foundation for Emotional Well-Being**

Many American workers particularly those with hourly wages or low to moderate incomes were caught without a financial safety set when COVID-19 struck. We now understand that emergencies happen, and employees need to be prepared. Forward-thinking companies are focusing on HR practices and benefits to intentionally foster worker financial security and reduce the chronic anxiety and stress so many live with and carry into the workplace. Creative emergency savings programs can support workers to put aside a portion of their earnings and be better able to manage a week in and a week out. Well-designed high deductible health plans can ensure even lower-income workers are protected from health emergencies. And strategies to maximize the impact of recent tax policy changes, including the dramatic expansion of the Child Tax Credit, can be a huge asset to workers and employers working for increased financial security.

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This session shares real-world implementation examples and discusses how you can begin to talk with employees about sensitive financial topics.

**Timothy Flacke**, Executive Director, and Co-Founder, Commonwealth

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1:50 – 2:00 pm ET  **Break – Reflect & Connect**

2:00 – 2:30 pm ET  **Concurrent Sessions**

**Concurrent Session O1:**

**What if Stress Could Change Your Personality?**

Given how long stress management has been an issue for psychologists and employers one might think there is little new to say. Yet the experience of the pandemic has sparked many new conversations on the topic particularly on how poorly managed it can lead to burnout.

But what if stress can have a more profound impact – actually influencing our personalities. This is the argument Don Kluemper makes in a recent paper. He will share his thoughts and findings in this session which will provide you with a whole new perspective on stress.

**Don Kluemper**, Associate Professor, University of Illinois at Chicago

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**Concurrent Session O2:**

**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

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2:40 – 3:30 pm ET  **General Session P:**

**Panel: Next Steps on What You Can Do Tomorrow to Improve Your Own and Your Workplace Emotional Well-Being**

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:**

- **Lora Dever**, Learning and Development Consultant, Dell Technologies
- **Vinnie Garufi**, Executive Leader of People and Culture Integration, Bristol Myers Squibb
- **Ruth C. White**, Director of Equity, Inclusion and Belonging, Carbon Five
- **Dr. Alan Spiro**, M.D., F.A.C.N. & Former Chief Medical Officer, Blue Health Intelligence

**Moderator:** **John Brewer**, Program Director, The Conference Board

3:30 – 3:40 pm ET  **Closing Remarks From the Chair**

**Regina Brayboy**, Senior Fellow, Human Capital, The Conference Board

3:45 – 4:30 pm ET  **Emotional Well-Being Overtime II**

**John Brewer**, Program Director, The Conference Board

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2:30 – 2:40 pm ET  **Break – Reflect & Connect**