

workplace mental health - the journey

City Chambers, Edinburgh

0915 **Registration**

1000 **Conference Introduction**

Amy McDonald
Founder & CEO



Welcome

Professor Frank Pollick



Andrew Kerr
CEO



1015 **Mental health or a way of being human**

Dr Wolfgang Seidl
Partner
Leader Workplace
Health Consulting
UK and Europe



In this keynote I will track my own history of working in corporate healthcare to highlight the milestones of the shifting paradigm of mental health. The discussion will shed light on the root causes of the current mental health epidemic and how wellbeing has become the new frontier in the D&I discourse. We will consider the value of outcome measurements and evidence-based practice models, the various efforts of destigmatizing mental health, and the design of psychological pathways with measurable impact on people's lives.

By framing the conversation positively, we will also look at psychology of happiness, the research into psychological safety, and most importantly, end our discussion with the lessons learnt from my patients and clients who role model empathy and humanity.

1055 **Are you ok mate?**
Choices, power and mental health
in an industrial workplace

John Brown
Welder's Shop Steward
&
Safety Representative



As observed by a shipyard shop steward, I will address choices and powerlessness in society and the workplace and how I see them affecting mental health.

1125 **Break**

1145 **Performance Poet** **Angie Strachan**

1150 **Panel Discussion**

Angus Robinson – Chair
Headtorch

Peter Kelly
Senior Psychologist



Stephen McAllister
Chair, Lifelink
Trustee, Samaritans
Board Member, NHS
Special Advisor,
Headtorch



Matina Nomikos
Senior HR Officer



1225 **Staging the Journey**
creating a mentally healthy culture

Amy McDonald
Founder & CEO



Every organisation is on its own mental health journey. Some organisations are well on their way, others have still to take their first steps. No one size fits all. How will you know when your workplace is mentally healthy? What signs will you spot that tells you, this is a great place to work?

1240 **Lunch**

1325 **Performance Poet** **Angie Strachan**

1330 **ScotRail ...Getting Onboard with Mental Health** **Dominic Quilty**
Ticket Examiner



I will summarise the work ScotRail has done as a company to promote good mental health and the positive impact this has had not only on the company but on the people we have helped. I will incorporate a story about my colleague and how, by spotting the signs of mental ill-health in him, we managed to help him turn his situation around.

1345 **Foxes in the Henhouse**

Dr Ian Bushnell
Senior Lecturer
Psychology



Organisations often spend a great deal of time and resources recruiting and developing the best possible employees and yet so many organisations harbour toxic individuals, many in senior leadership roles who abuse, damage and sometimes even psychologically destroy the people they work with. How is this possible? How can such toxic individuals slip through the net and how can they continue to operate, often for decades and through successive promotions, without being identified and excised? What could and should be done about it? Some research focussed on 'personality disorders' will be identified and discussed in the context of personal experience.

1415 **Lucky Dip**

1420 **Do you have to breakdown before you can breakthrough?**

Sarah Cave
Director Head of
Leadership



Good leaders are constantly working on themselves in order to grow, develop and be the best they can be. However sometimes that growth can be painful. Speaking from my personal experience I will share my own journey of discovery and examine if a breakdown can be the trigger for growth or if good leaders have to be resilient and unbreakable to inspire followership.

1450 **Break**

1510 **What next? Pressing deeper into the well-being agenda**

Andrew Rodgers
Director



I am looking forward to participating in the Headtorch conference and having the opportunity to meet with and learn from other people who are passionate about improving the workplace! During the conference I will be speaking about transitioning to the '2nd Level of Corporate Wellbeing', progressing 'from education to experience'. In particular I will focus on three key ingredients for creating a caring culture, which supports enhanced productivity in all aspects of life, namely; Connection, Character; and Cultivation. Using technology we will gain a real-time 'effective perspective' from the participants and be challenged to re-visualise an enhanced work culture.

1550 **Vote of thanks**

Angus Robinson
Chairman



1600 **Close**

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