

Healthy Organization Symposium

JANUARY 25, 2006

EXECUTIVE INN BURNABY BC

Overview

The National Institute for Occupational Safety & Health (NIOSH) in the United States defines a healthy organization as one whose culture, climate and practices create an environment that promotes employee health and safety as well as organizational effectiveness. Unfortunately, as Peter Senge comments, " Most large, apparently successful corporations are profoundly unhealthy." This symposium is aimed at assisting human resources professionals in understanding and building psychologically healthy workplaces. Attend this symposium to hear innovative and current strategies from a variety of speakers knowledgeable in the field.

8:00 AM to 8:30 AM

Registration & Continental Breakfast

8:30 AM

Welcome from BC HRMA

8:40 AM to 10:00 AM

Plenary: Inspired Leadership: Turning Passion into Purpose

Ellen Hayakawa - Spirit Unlimited

You will be at your best as a human resources professional and inspired leader when you know your life purpose, vision and values and you are doing work that reflect all of these. Knowing your life purpose, vision and values and doing work that you are passionate about is expressing your spirituality at work. With this self-knowledge, you can help others in your organization to come to know their purpose, vision and values. Employees who have turned their passion into purpose are happy, motivated and fulfilled. When the passion, purpose, vision and values of employees are aligned with organizational purpose, vision and values the organization is healthy, efficient and effective. In this session, learn and experience the basic principles of inspired leadership!

Ellen Hayakawa is one of the world's foremost inspirational keynote speakers and the author of *The Inspired Organization: Spirituality and Energy at Work* and a co-author of *Healing the Heart of the World*. She coaches

and trains CEOs, executives and employees in organizations on inspired leadership and better decision-making based on spiritual principles. Ellen has been nominated by the American Biographical Institute as one of the Great Women of the 21 Century. For more information, please see www.EllenHayakawa.com

10:00 AM to 10:15 AM

Coffee

10:15 AM - 12 Noon

Choose one of two sessions:

1 Building & Sustaining Psychologically Healthy Workplaces

**Dr Merv Gilbert, Gilbert Acton Le Page
Dr Jennifer Newman, Newman and Grigg**

The session will outline the rationale and process for creating, evaluating and sustaining psychologically healthy workplaces using the example of award-winning companies in BC. The manner in which successful companies address their own challenges and recognize their unique opportunities will be addressed by providing best practice examples of processes and outcomes.

Participants will learn to understand the criteria for identifying and evaluating psychologically healthy workplaces and increase knowledge about the relationship between employee well-being, organizational engagement



Bob Acton



Merv Gilbert



Ellen Hayakawa



Graham Lowe



Colleen McKinnell



Jennifer Newman



Anthony Ocana



Jane Petruniak



Lionel Philippe

and productivity. In addition, they will learn how to develop the business case for developing a psychologically healthy workplace within their organizations and gain knowledge of the steps necessary to create and sustain a psychologically healthy workplace within their organization.

Dr. Merv Gilbert & Dr. Jennifer Newman led and conducted the BC psychologically healthy workplace awards process developed by the American Psychological Association to recognize organizations that make a commitment to workplace well-being and create a psychologically healthy work environment for employees.

Dr. Merv Gilbert, R. Psych., is a partner in Gilbert Acton Le Page, organizational health consultants. Dr Gilbert has worked as a leader and psychologist for over 20 years. He has skills in the development and implementation of best practices, program planning and evaluation, and knowledge transfer and currently provides consultation to individuals and organizations on an array of workplace health and productivity issues. He holds academic appointments at Simon Fraser University and University of British Columbia.

Dr. Jennifer Newman, R. Psych., is a partner with Newman & Grigg Psychological and Consulting Services. Dr. Newman is active in the areas of interpersonal effectiveness training, and leadership development and specializes in enhancing interpersonal and relationship effectiveness in individuals, large systems and organizations. Her work involves employing emotional and relational competence concepts and systems thinking to assist clients and organizations in developing leaders and promoting effective corporate cultures. She writes a column in the Vancouver Sun, Business Section.

2 Why Smart People UnderPerform: Attention, Distraction & Productivity

Dr. Anthony Ocana, CEO, HealthSmith Wellness Group

This presentation will discuss how the ever-increasing pace of information in the workplace is unmasking a massive productivity killer - Attention Deficit Trait (ADT). Distractibility, poor memory, irritability, and impulsivity are the end points as increasing time and information demands push susceptible individuals into overload. Participants will learn what ADT is and how it impacts the workplace positively and negatively; how to find and monitor ADT in the workplace; and how to manage employees who have ADT.

Dr. Ocana is a family doctor, registered dietitian and occupational medicine consultant. He has over 12 yrs experience in the field of mental health and addictions and is a consultant to small and large organizations alike on the topic of improving their bottom line by increasing wellness in the workplace. He has established HealthSmith Wellness Group, an alliance of health providers. He has a B.Sc. in Pharmacology/Toxicology and an MSc. in Clinical Nutrition from the University of Toronto. He received his MD in Toronto and his residency in Family Medicine in Calgary.

12 Noon – 12:45 PM

Lunch – Provided

12:50 PM – 1:00 PM

Action Relaxation Exercise

Lionel Philippe, Living-Spirit Consulting

Healthy organizations start with each of us as individuals. Therefore, we have included a number of active relaxation exercises to stretch and get your mind ready for the information provided.

Lionel Philippe is a Master Practitioner in Neuro Linguistic Programming, meditation & relaxation instructor, corporate & personal development consultant, Mirus Point facilitator, motivational speaker, & martial art student. Lionel is a passionate and heart centered facilitator, bringing his friendly French sense of humor in his very interactive lectures and workshops.

1:00 PM – 2:00 PM

Plenary: Strategies for Creating Healthy Organizations

Graham S. Lowe, PhD The Graham Lowe Group Inc.

Dr Lowe's talk answers the question, "How can we design effective strategies to change workplaces so they become healthier and more productive?" Creating a healthy and productive organization requires "transformational change" in jobs, workplace culture, organizational systems and management practices. Dr. Lowe provides the guiding principles and tools that will help organizational stakeholders design and implement a successful healthy workplace strategy. He will draw on the latest theories, research and case studies to identify change barriers and success factors, with an emphasis on the cultural foundations – values, relationships, and leadership.





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Dr. Graham Lowe is a leading international expert on work. Dr. Lowe is President of The Graham Lowe Group Inc. and one of the founding partners of Great Place to Work® Institute Canada. He has been a Professor of Sociology at the University of Alberta since 1979 and a Research Associate at Canadian Policy Research Networks. His numerous publications include the acclaimed book, *The Quality of Work: A People-Centered Agenda*. He received the 2004 Canadian Workplace Wellness Pioneer Award.

2:00 PM to 2:10 PM

Refreshments

2:15 PM - 3:45 PM

Choose one of two sessions:

1 Full Presence at Work: How to Manage Information Overload & Remain Engaged

Bob Acton, Consulting Psychologist, Gilbert Acton Le Page Ltd.

Morale, productivity, relationships with others, and personal satisfaction suffer when people experience any number of continuous workplace distractions. Being fully present at work is about being fully engaged with each task, interaction, or experience in the workplace. This is a fundamental shift away from giving 20% attention to five simultaneous tasks to giving 100% attention to one task or person at a time. Participants will learn to understand the concept & value of full presence as it pertains to work; four key components in developing/teaching full presence and understand the health & productivity benefits of implementing information overload programs in the workplace. Participants will also learn to experience full presence in the workshop itself.

Bob Acton, PhD is a Consulting Psychologist with over 25 years experience in assessment and intervention, human consultation, training, research, and business development serving in a variety of positions in health-care and in the private sector. He has worked with, coached, and trained people from many walks of life including corporate executives, managers, professionals, entrepreneurs and corporate employees.

2 The Resilience Factor TM: How your organization can foster the "resilience" of its people

Mathé Grenier, Senior Principal, Hay Group Ltd.

Compelling evidence has demonstrated that fostering the resilience of your workforce contributes to measurable

impact on your company's business objectives and the bottom line through increased productivity, increased accountability, enhanced teamwork, & the attainment of higher customer service ratings. This presentation will introduce the Hay Group's Resilience Factor TM – a method of positively impacting your organization's bottom line by understanding the linkage between resilience and success, and taking key steps to boost resilience within your organization.

Mathé Grenier specializes in strategic talent management and organizational change initiatives. She helps organizations select, develop and retain the right people to improve performance at every level of their organization. Mathé has delivered successful business solutions for a wide range of organizations in both the private & public sectors across Western Canada. She holds a Masters of Applied Science (Industrial Psychology) from the University of Waterloo & a Bachelor of Arts (Psychology and Management) from McGill University.

3:50 PM to 4:00 PM

Active Relaxation Exercise

Lionel Philippe, Living-Spirit Consulting

4:00 PM to 5:00 PM

Plenary: Making It Happen!

Colleen McKinnell, Group Benefits and Health Care Practice Leader, Western Canadian Region of Watson Wyatt Worldwide and **Jane Petruniak**, Senior Consultant, Watson Wyatt's Western Canada Group and Health Care Practice.

This wrap-up session will combine the unique learnings from the symposium with Watson Wyatt's landmark research in the areas of employee health and productivity including Staying@work, workCanada, and Productive Engagement. You will receive a practical framework for taking the pulse of your organization, setting measurable goals, and hard-wiring healthy workplace into your corporate DNA. And after the session, participants will receive a short form questionnaire to help you establish an action plan for your organization.

Colleen McKinnell is responsible for guiding the performance of the practice in the Western Provinces and providing expertise to clients in designing and implementing a broad range of health and productivity and general group benefits initiatives. Colleen's primary



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expertise is in assisting clients to analyze the effectiveness and efficiency of their health care programs and practices from a holistic viewpoint, to determine the optimal strategy to achieve increased program effectiveness, increased productivity, decreased costs, and an ROI from health care expenditures.

Jane Petruniak, senior consultant with Watson Wyatt's Western Canada Group and Health Care Practice brings more than twenty years of experience in group reinsurance and consulting to a number of prominent private and public sector clients on a comprehensive range of benefit issues. Jane's primary expertise is in helping clients to successfully deal with their benefit challenges. These range from flexible benefits, mergers and acquisitions, and managed health care to provider selection, collective bargaining, plan design, communication, funding and risk management. She is an instructor in the Certified Employee Benefit Specialist curriculum, a faculty member for WorldAtWork, a published author and a frequent speaker on the subject of matching benefit plan design with organizational goals and objectives.

5:00 PM to 5:10 PM

Active Relaxation Exercise

Lionel Philippe, Living-Spirit Consulting

5:10 PM - 5:15 PM

Closing from BC HRMA

COSTS

\$375.00 per person (+GST) for HRMA members

\$425.00 (+GST) for non-members

HRMA contact info:

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