



WORKPLACE MENTAL HEALTH SYMPOSIUM

**Monday
22 August –
Wednesday
24 August
2022**

**SEA WORLD RESORT
CONFERENCE CENTRE
GOLD COAST**

anzmh.asn.au/wmhs-2022 | #WMHS22

HOSTED BY



Australian & New Zealand
Mental Health Association

PLATINUM SPONSOR



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Life in Mind

Floor Plan

Plenary Sessions: Rooms 1 and 2

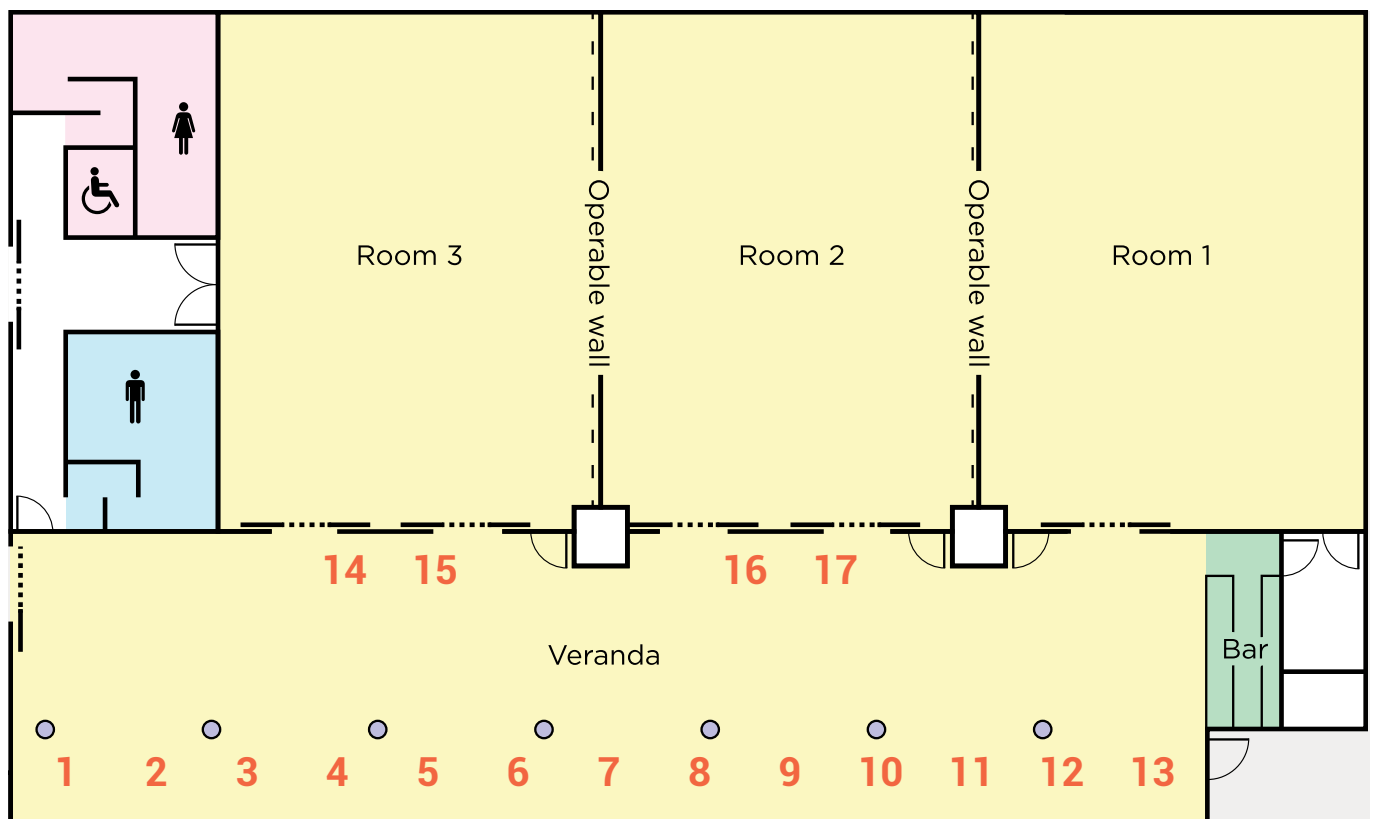
Breakout Sessions: Room 1, 2 and 3

Speakers Prep: Room 1

Poster Presentations: Veranda

Exhibition: Veranda

Catering: Veranda



EXHIBITOR LISTING

- | | |
|---|---|
| 1. Australian & New Zealand Mental Health Association | 10. New Way Lawyers |
| 2. R U OK? | 11. Black Dog Institute |
| 3. SuperFriend | 12. Belmont Private Hospital & Currumbin Clinic |
| 4. Suicide Programs | 13. The Banyans Healthcare Group |
| 5. Mental Health First Aid | 14. Cernova |
| 6. Readiness | 15. Westpac |
| 7. Pracademia | 16. eMHPac |
| 8. Movember | 17. Everymind |
| 9. The Human Link | |



On behalf of the symposium organising committee, I would like to welcome you to the fourth Workplace Mental Health Symposium. What a joy it is to be hosting this event in person again! We are living in historic times; our understanding of how and where we work has changed forever, and we are still working out how that will look for each of us. Covid has reminded us of the importance of connection, having purpose and meaning, and what self-care really looks like!

We are all here because we want to create healthier and safer workplaces, where people thrive, innovate, collaborate, and bring their best selves to work. Our symposium theme, 'From Awareness to Action; How Do We Do Mental Health and Wellbeing?' is about leveraging off the experiences of the last two years to find the insights, listen to what employees have told us, and apply them to create healthier workplace cultures.

The symposium aims to inspire and motivate you with different viewpoints and challenge us to improve our practice. We are delighted with the diversity of presentations and case studies

received on the future of work, psychosocial risk factors, recognising and managing burnout, workplace culture and how we respond to mental distress at work. We also have two panel sessions and half day workshops, with many opportunities for people to network in person.

We hope to create a thought-provoking environment for you to learn about the latest best practice and take part in stimulating discussions with sector professionals. Thank you to our sponsors and exhibitors, and our Workplace Mental Health Symposium organising committee as we could not run this event without you, and thank you to our attendees, we value your time.

Sharon Leadbetter
Chair Workplace Mental Health Symposium
Workplace Wellbeing Specialist

Acknowledgement

We would like to acknowledge the valuable contribution of all **committee members** and **session chairs** for their time and expertise with the symposium program.

Program Committee

Sharon Leadbetter, Workplace Wellbeing Specialist (Chair)

Dean Bayliss, CEO and Principal Facilitator, Healing Works Australia

Jessica Cranswick, Director, Environment, Health, and Safety, Ernst & Young

Dr Erica Crome, Project Director, National Workplace Initiative, National Mental Health Commission

John De Bono, Director and Principal Consultant, Groupwise Australia

Jane Gardner, Head of Health and Wellbeing Strategy and Foundation Programs, Lendlease

Dr Aimee Gayed, Postdoctoral Research Fellow, Black Dog Institute

Dr Kim Hamrosi, Executive Director, Corporate Mental Health Alliance Australia

Dr Stacey Jenkins, Associate Director, Health Safety and Wellbeing, Charles Sturt University

Jim Kelly, Director of Health and Safe Design, SafeWork NSW

Chris Lockwood, National Chief Executive Officer, Mates in Construction

Julie Mitchell, Chief General Manager, Personal Injury, Allianz Australia Insurance Ltd

David Nancarrow, Counsellor, Lifeline QLD, and Suncoast Counselling

Sam Popple, Director, Psychological Health Unit, Office of Industrial Relations, Queensland

Sandra Surace, Head of Workplace Mental Health, SuperFriend

Camille Wilson, National Organisational Development Manager, Benestar Group

Jonathon Woolfrey, Managing Partner, talenting

General Information

The following information is provided to make your attendance at the **2022 Workplace Mental Health Symposium** as pleasant as possible. If you require help, please visit the symposium team at the registration desk.

REGISTRATION AND INFORMATION DESK

The registration desk will be located at the entrance of the Sea World Resort Conference Centre. The hours of operation are as follows:

Monday 22 August	7:45am – 5:00pm
Tuesday 23 August	7:45am – 5:00pm
Wednesday 24 August	8:30am – 12:30pm

NAME BADGE

Please collect your name badge from the registration desk and wear it each day as it is your official pass to all sessions, exhibition, morning tea, lunch, afternoon tea and the social function.

WI-FI

Complimentary Wi-Fi internet is available in all event areas. Please visit the registration desk for the login details.

MOBILE PHONES

Please ensure all mobile phones are switched to silent while in symposium sessions.

ON-SITE COUNSELLOR

During the symposium, if you feel the need to speak to someone, please visit the registration desk. We are here to support you.

SYMPOSIUM CATERING

All catering will be served on the Veranda with the exhibitors and poster presentations.

NETWORKING FUNCTION

The networking function will be held on Monday 22 August from 5:15pm – 6:15pm on the Veranda. Canapes, beer, wine, and soft drinks will be served.

ACCOMMODATION

Accommodation accounts must be settled with the hotel on checkout. The Committee and/or Symposium Secretariat are not responsible in any way for outstanding accommodation accounts.

RESOURCE CENTRE

As part of your symposium registration, you receive access to the 2022 Workplace Mental Health Symposium presentation recordings. This online library includes presentation slides and video recordings that can be watched on demand for 30 days. Your login details will be sent to you via email approximately five business days after the symposium.

COVID SAFE

Please stay home if you are feeling unwell or showing symptoms of COVID-19 – fatigue, shortness of breath or fever. Whilst masks are no longer mandatory, you are welcome to bring and wear your own, or obtain from the registration desk.

Key Contacts

Symposium Managers

Renee Morley | P: 0466 975 696 | E: wmhs@anzmh.asn.au
Justine White | P: 0427 261 616 | E: wmhs@anzmh.asn.au

Program & Research Manager

Rachel Dempster | P: 0431 917 300 | E: research@anzmh.asn.au

Head of Partnerships

Talitha Natt | P: 0451 602 265 | E: partner@anzmh.asn.au

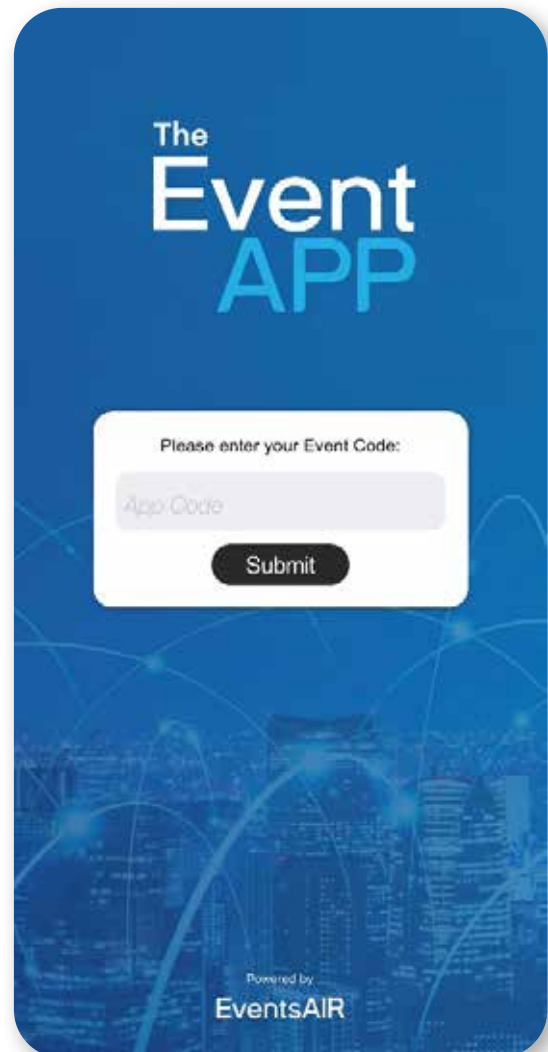


Want to Make the Most of Your Symposium Experience?

Download the symposium app!

Simply follow these easy steps:

1. Visit the app store on your Apple or Android device
2. Search 'The Event App by EventsAir' and download
3. Open and enter event code **WMHS22**
4. Your name badge has your login and pin!



App Features

Stay up to date and connected during the Workplace Mental Health Symposium.

PROGRAM: Create your own personal schedule and view the latest program details.

SPEAKERS: Read speaker biographies and presentation overviews.

NETWORK: Connect with fellow delegates and network via in-app messaging.

CONNECT: View who has joined us as an exhibitor and sponsor.

SHARE: Engage with the session through social media.

GAMIFICATION: Compete for prizes – it's fun and easy.



National Communications Charter (The Charter)

The Charter is an evidence-informed resource to guide the way the mental health and suicide prevention sectors, government, businesses and community talk about mental ill-health and suicide.

Three steps in engaging with The Charter:



1

Understand the eight principles and become a signatory

Principles:

1. Make mental health, wellbeing and suicide prevention a national priority.
2. Share nationally consistent information and messages.
3. Base advocacy and awareness-raising efforts on clear, consistent, and evidence-based messages.
4. Respect the diversity of experience of those affected by mental ill-health or suicide.
5. Use appropriate, person-centred and respectful language in all communication.
6. Work together to maximise our efforts and resources.
7. Acknowledge those with lived experience of mental ill-health or suicide and incorporate into policy and service design.
8. Promote crisis services and help-seeking information.

Action:

There are a range of activities you can complete to support and action the eight principles of The Charter within your organisation or local community. See the Action Guide for more example activities.



Educate



Praise and promote



Use safe language



Join in



Engage



Use safe images



Collaborate



Use evidence

2



Action the principles and promote The Charter

Outcomes:

- Reduce suicide and its impacts and improve the mental health and social and emotional wellbeing of people, families and communities across Australia.
- Increase help-seeking and help-offering behaviour and reduce the stigma surrounding mental illness and suicide.
- Work together to maximise our efforts and our resources, and develop better structures and processes for collaboration.



3

Evaluate implementation of The Charter in your workplace

FOLLOW US

Australian and New Zealand Mental Health Association

FACEBOOK

facebook.com/ANZMHA



LINKEDIN

linkedin.com/company/anzmha



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twitter.com/ANZMHA



GET SOCIAL

TO WIN!

Highlight your favourite moments of the symposium by using the hashtag **#WMHS22** or tag **@ANZMHA** on social media, and you'll go into the draw to **win one of these prizes:**

A complimentary in-person registration to ANY of our ANZMHA conferences - you choose!

A complimentary virtual delegate registration for the 2023 Workplace Mental Health Symposium

#WMHS22

Keynote Presenters



Alistair Carmichael

Associate Partner at McKinsey & Company,
Mental Health Advocate

Turning the Post Pandemic Tide of Employee Burnout - The Critical Role and Time for Leaders

Monday 22 August | 3:35pm – 4:05pm

Alistair is an Associate Partner at McKinsey & Company and a leader of the People and Organisational Performance Practice. Alistair works with clients to transform culture, orchestrate and lead change, develop leadership and talent and reimagine operating models and organisational design. Alistair is a leader of the McKinsey Health Institute and one of the drivers of McKinsey's thinking on creating mentally healthy and safe workplaces. Outside of McKinsey, Alistair is a passionate advocate for mental health and a volunteer at Lifeline.



Professor Bronwen Dalton

Head, Department of Management, UTS
Business School

Keynote Panel - Can We Transition to Flexible Work Options for Everyone? What Does the Research Tell Us Works

Tuesday 23 August | 3:40pm – 4:40pm

Professor Bronwen Dalton (D.Phil. Oxon) is the Head of the Department of Management and the Director of the Masters of Not-for-Profit and Social Enterprise Program at the University of Technology, Sydney. She is also the founder of Ruff Sleepers, a charity that washes and grooms dogs of homeless folk. Bronwen has held various positions in the not-for profit sector and government including as the National Manager, Research at Mission Australia and policy roles at the Independent Commission Against Corruption and the NSW Attorney General's Department. Bronwen is also a Korean expert and speaks fluent Korean.



Dr Joel Davies

Senior People Scientist, Culture AMP

Banishing Burnout: Practical Strategies for Protecting Wellbeing at Work

Tuesday 23 August | 9:10am – 9:40am

Dr Joel Davies is a Psychologist and Senior People Scientist Culture Amp. Joel is obsessed with helping people reach their full potential. Joel's career to date has spanned across academia, organisational development, learning & development, and tech product development. Across his diverse roles, Joel's work has focused on applying principles from psychology, neuroscience, and organisational behaviour to create powerful change in the lives of people and the organisations they work for. Joel now works with Culture Amp's APAC customers to design employee feedback strategies and derive actionable insights from the comprehensive data collected through the Culture Amp Platform.



Lucas Finch

Global Head of Wellbeing at Xero

Keynote Panel: The Role of Chief Mental Health Officers

Monday 22 August | 4:05pm – 5:05pm

Lucas Finch has had an eclectic career which includes: Completing a silent meditation retreat for over 6 months in the jungle of Malaysia, postgraduate completing an internship in China's largest hospital practicing traditional Chinese medicine, designing and delivering randomised control trials in health behaviour change and receiving Black belt in Brazilian Jujitsu.

Since turning his attention to workplace wellbeing he has had a number of successes, including winning the Australian Psychological Societies Workplace Excellence Award for the development of an evidence-based Workplace Wellbeing Program

Today Lucas is the Global Head of Wellbeing for Xero: A skyrocketing technology company founded in New Zealand that provides cloud-based accounting software platform for small and medium-sized businesses.



Dr Ben Hamer

Head of Future of Work, PwC Australia and
Chair of Future of Work, AHRI

Keynote Panel - Can We Transition to Flexible Work Options for Everyone? What Does the Research Tell Us Works?

Tuesday 23 August | 3:40pm – 4:40pm

Dr Ben Hamer is an accredited Futurist and is a global expert on the Future of Work, having trained with Institute for the Future.

He heads up the Future of Work market for one of the world's leading advisories and has worked at the World Economic Forum leading projects on the future of work, skills, and education. He is also a Board Member for the Australian HR Institute, where he was appointed as the youngest Non-Executive Director in the organisation's history at the age of 31.

Ben has a Doctorate of Public Administration, which included time spent as a Visiting Scholar at Yale University, and is an Adjunct Fellow with the Centre for the New Workforce at Swinburne University. In 2014, he was also the recipient of the HR Rising Star Award. Ben regularly features across Australian media providing expert commentary on the Future of Work and as a representative voice of Millennials.

With these insights, Ben has advised ASX CEOs through to Government Ministers. He is a sought after keynote speaker on the Future of Work and related topics. Ben is the host of PwC's Future of Work podcast and author of The Kickass Career, which provides a fresh take on career advice and how to succeed in the Future of Work, today.



Dr Laura Kirby

Organisational Psychologist, and Chief
Mental Health Officer, Commonwealth Bank

Keynote Panel: The Role of Chief Mental Health Officers

Monday 22 August | 4:05pm – 5:05pm

Laura is a qualified Organisational Psychologist with more than 10 years' experience, specialising in workplace psychological health and safety. Laura has worked with a range of organisations and sectors globally to deliver services designed to enhance their workplace mental health strategy and outcomes. In January 2021 Laura was appointed the Chief Mental Health Officer of Commonwealth Bank, as part of the Group's ongoing mental health strategy. Laura's role is focused on enhancing the Group's strategic focus on mental health, which includes the prevention and mitigation of mental ill-health at work, and ensuring the workplace protects its people's mental health and enables them to thrive.

Keynote Presenters



Dr Angela Martin
Director of Pracademia

Is your Organisation Ready for Regulatory Change? The What, Why and How of Psychosocial Risk Assessment and Control
Monday 22 August | 9:50am – 10:20am

Angela has had a 20-year career as an academic across a number of Australian universities, with a particular focus on workplace mental health in her research and education activities. She is an author on over 100 peer reviewed publications across the disciplines of psychology, business and medicine and has received nationally competitive grants and awards for her research and teaching. In addition to a part-time academic appointment at the University of Tasmania, she is Director of Pracademia, a consultancy network that delivers evidence-informed services and projects to corporate, government and not-for profit clients. Angela is known for her capability as a 'boundary spanner', bringing her academic expertise and networks together with a deep knowledge of business and organisational realities.



Teegan Modderman
Director and Registered Psychologist

Building Competency and Capability in an Emerging Field of Psychosocial Risk Management
Tuesday 23 August | 9:40am – 10:10am

Teegan has a unique and diverse career that has involved working with the health and safety regulator, as a small business owner, senior leader, and internal and external advisor. It is through these roles that Teegan has been able to successfully deliver large-scale programs founded on the integrated approach to workplace mental health. With qualifications and experience in the areas of psychology, risk management, investigation, auditing, training and injury management, Teegan has gained a high-level understanding of the challenges and barriers in practical application within the workplace. Teegan's passion for knowledge sharing and supporting industry level change is what drives her to support others to succeed and thrive in this emerging field.



Jono Nicholas
Founder & Managing Director, Wellbeing Outfit | Chief Mental Health Advisor, EY Oceania

Keynote Panel: The Role of Chief Mental Health Officers
Monday 22 August | 4:05pm – 5:05pm

Jono is the Managing Director of the Wellbeing Outfit and Chief Mental Health Advisor to EY Oceania. In 1997 he was one of the founding staff members of ReachOut, Australia's leading digital mental health service for young people and their parents. After 10 years as ReachOut CEO, he founded the Wellbeing Outfit, an advisory business that helps organisations drive performance by improving the safety and wellbeing of their people. He has an honours degree in psychology and a Masters in Public Health and was a 2018 finalist for the Australian Mental Health Prize.



Holly Ransom
Public Speaker, Author, Content Curator

Opening Address: Leadership, Methods for Thriving in Uncertainty
Monday 22 August | 8:50am – 9:50am

Holly Ransom is a globally renowned content curator, powerful speaker and master questioner with the belief that if you walk past it, you tell the world it's okay. Named one of Australia's 100 Most Influential Women by the Australian Financial Review, she has delivered a Peace Charter to the Dalai Lama, was Sir Richard Branson's nominee for Wired Magazine's 'Smart List' of Future Game Changers to watch and was awarded the US Embassy's Eleanor Roosevelt Award for Leadership Excellence in 2019. Having interviewed the likes of Barack Obama, Malcolm Gladwell, Richard Branson, Billie Jean-King, Condoleezza Rice, Nobel Prize Winner Muhammad Yunus and the world's first humanoid robot Sophia, Holly fights complexity with curiosity, apathy with empowerment and fear with fact. As a Fulbright scholar and Harvard Kennedy School Class of '21 fellow, Holly is a recipient of the prestigious Anne Wexler Public Policy Scholarship, allowing her to action social and economic inclusion by connecting people with the decisions that affect their lives. Holly's new book, *The Leading Edge*, helps people harness their own potential to lead by asking better questions, thinking beyond biased answers, and building collective momentum for change. In *The Leading Edge*, Holly brings the real-world leadership lessons of so many diverse thinkers and pioneers she's met to the fore.



Dr Libby Sander
MBA Director | Assistant Professor of Organisational Behaviour, Bond University

Are Organisations Just Paying Lip-Service to Wellbeing?
Tuesday 23 August | 8:40am – 9:10am

Dr Libby Sander is an internationally renowned academic expert on work and the workplace. She is a leading expert on understanding the future of work, and how we can reimagine work to live more meaningful and creative lives. She is an Agenda Contributor at the World Economic Forum and has spoken at TEDx. Libby's articles on her research on the international academic website *The Conversation* have over 2.8 million readers and have been republished in leading mastheads nationally and internationally including Harvard Business Review, BBC, Newsweek, ABC, and all major Australian newspapers.



Lyndall Soper
Deputy CEO, Monitoring & Reform - National Mental Health Commission

Keynote Panel - Can We Transition to Flexible Work Options for Everyone? What Does the Research Tell Us Works?
Tuesday 23 August | 3:40pm – 4:40pm

Joining us via Live Stream, Lyndall Soper is the Deputy CEO at the National Mental Health Commission, and currently oversees the Policy, Monitoring and Reporting functions. This includes projects such as the National Workplace Initiative, the Children's Mental Health and Wellbeing Strategy, and the annual report on the Fifth National Mental Health and Suicide Prevention Plan. She joined the Commission in March 2020 after four years at the Department of Health where she held positions including managing the Complementary and Over the Counter Medicines Branch in the Therapeutic Goods Administration, Chief of Staff to Secretary – Ms Glenys Beauchamp and Acting First Assistant Secretary in Population Health and Sport Division. Lyndall brings with her significant experience in policy development and policy implementation, project management, and leadership, having held senior executive positions across a variety of Commonwealth agencies including Environment, Climate Change and Energy Efficiency, Industry, and Defence.

Program | Day 1

	Room 1 & Virtual via OnAIR	Room 2 - In Person Only	Room 3 - In Person Only
7:45am - 8:30am	Registration Open Welcome! Come and say hello to the Symposium Team and collect your Name Badge! Keynote Session 1 Chair: Sharon Leadbetter		
8:30am – 8:40am	Welcome to Country		
8:40am – 8:50am	Welcome & Housekeeping Sharon Leadbetter, Workplace Wellbeing Specialist		
8:50am – 9:50am	Opening Address: Leadership, Methods for Thriving in Uncertainty Holly Ransom, Public Speaker, Author, Content Curator		
9:50am - 10:20am	Is your Organisation Ready for Regulatory Change? The What, Why and How of Psychosocial Risk Assessment and Control Professor Angela Martin - Director of Pracademia		
10:20am - 10:50am	Morning Tea with Exhibitors		
	Promoting Mentally Healthy Workplace Cultures Chair: Julie Mitchell	Risk Factors to Workplace Mental Health #1 Chair: Jessica Cranswick	The Future of Work and Opportunities Chair: Dr Kim Hamrosi
10:50am - 11:20am	Avoiding the Grey Zone: Burnout, Stress and Strategies Stephen Macdonald and Kelly Michael, The Human Link	Case Study - Ambassador Program to Address Aggression in the Aged Care Sector Tatjana Jokic and Dominic Manca, JK Corporate Resourcing	Future Thriving Leaders for Future Thriving Workplaces Mark Pittman, Allianz Australia
11:25am - 11:55am	Creating a Culture of Wellbeing at HWQld Robyn Littlewood, Health and Wellbeing Queensland	What Works in Workplace Wellness - Meeting Obligations with Evidence Based Strategies Tessa Bailey, Opus Centre	Benefits and Challenges of Flexible Working: Back to the Office, Hybrid and Digital-First Approaches Reviewed Daryan Rosic, DXC
11:55am - 12:25pm	Organisational Trauma - The Unseen Parasite Destroying your Workplace Shanna White, Cognitive Behavioural Education	The Double Side Challenge of Diversity and Mentally Healthy Workplace Seraphim Jovanov, Dynamic Coaching And Facilitation	What We Learnt from the NSW Mentally Healthy Workplaces Strategy 2018 – 2022 Jim Kelly, Safework NSW
12:25pm - 1:25pm	Lunch sponsored by Jacobs Challenging today. Reinventing tomorrow.		
	The Legal Perspectives on Managing Psychosocial Risks Chair: Jonathon Woolfrey	Workplace Wellbeing Strategies Chair: Jim Kelly	Promoting Mentally Healthy Workplace Cultures #2 Chair: Camille Wilson
1:25pm - 1:55pm	New Way Lawyers Domestic Violence and Family Law EAP Carolyn Devries, New Way Lawyers	The Blueprint for Better Mental Health & Suicide Prevention in the Building & Construction Industry Nick Thompson, Mates In Construction QLD & NT	Mental Health Literacy – Why It Matters Dr Ali Burston, Metisphere
2:00pm - 2:30pm	Lifestyle Psychiatry and It's Place in Managing Psychological Injury Claims Ben Davis, Guardian Exercise Rehabilitation	Addressing the 'Whole Being': Workplace Wellbeing Strategy for Organisations, Teams and Individuals Troy Morgan, Springday	A Thriving Workplace – Personal Reflections and Research Insights Sandra Surace and Mark Leopold, SuperFriend
2:35pm - 3:05pm	Spotlight on Managing Psychosocial Matters as a WHS Risk – a Practical Guide Samantha Marsh, MinterEllison	TAFE Queensland's Mental Health & Wellbeing Strategy: From Early Development to Employee Engagement and Action Brandon Taylor, TAFE Queensland	Exploring the Challenges and Opportunities of Career Transitions on Workplace Mental Health and Wellbeing Elizabeth Clancy, Transitioning Well

Please refer to the website and mobile app for the most up to date version of the program and to read overviews of each session.

3:05pm - 3:35pm

Afternoon Tea with Exhibitors

Keynote Session 2

Chair: Jessica Cranswick

3:35pm - 4:05pm

Turning the Post Pandemic Tide of Employee Burnout - The Critical Role and Time for Leaders

Alistair Carmichael, Associate Partner at McKinsey & Company, Mental Health Advocate

Keynote Panel

Panel Moderator: Sharon Leadbetter

4:05pm - 5:05pm

What Do Chief Mental Health Officers Do and What Does this Mean for the Future of Workplace Mental Health?

Panelist - Dr Laura Kirby, Organisational Psychologist, and Chief Mental Health Officer, Commonwealth Bank

Panelist - Jono Nicholas, Founder & Managing Director, Wellbeing Outfit | Chief Mental Health Advisor, EY Oceania

Panelist - Lucas Finch, Global Head of Wellbeing, Xero

5:05pm - 5:15pm

Poster Presentations

Managing Biopsychosocial Ergonomics in the Workplace and the Ethical Manipulation of Occupational Stress

Jade-Zofii Alexander, Jewishcare

How To Use Workcare Factor to Improve Workplace Mental Health For Young Workers

Leigh Bartlett, Barwon Adolescent Taskforce

Mental Fitness for Leaders

Emma Boucher, HSE Global

The Unrecognised First Responder: Being Prepared for the Wildlife Fallout of Natural Disaster

Frances Carleton, Wildtalking Ltd

Does Your Mental Health Assessment Determine the Interpersonal Components that are Beneficial or Harmful?

Erin Carmody, Yolla Makhoul, Alicia Tyler, Paul A. Phillips, Need a Psych

Engaging Community Organisations in Cross-Sector Collaborations to Address Work-Related Mental Injury

Corina Crisan, Monash University

You Don't Know What You Don't Know About Workplace Mental Health

Craig Dow Sainter, Roar Educate

How Meditation Helps Address Racism and Discrimination as a Psychosocial Safety Hazard

Patricia Escalon, Thrive Mindset

The CTRL Program: Improving Job Control in Healthcare

Dr Aimee Gayed, Black Dog Institute

Benefits of Good Work and Workplace Wellness – Human & Financial Benefit

Tatjana Jokic, JK Corporate Resourcing

Moral Injury as a Workplace Mental Health Issue: The Missing Piece in Psychosocial Risk

Rev. Mark Layson, Charles Sturt University And NSW Centre For Work Health and Safety

Thriving at Work: Insights for Workforce Development From The Perspective of Mental Health Nursing

Fiona Little, University of Newcastle Department for Rural Health

Moving from Diagnosis to Bio-Psycho-Social Formulations of Workplace Mental Health Injuries

Yolla Makhoul, Alicia Tyler, Paul A. Phillips, Erin Carmody, Need a Psych

Workaholism - The Insidious and Silent Addiction Compromising Positive Leadership and Thriving Workplace Cultures

Audrey McGibbon, EEK & SENSE

Rejection Sensitivity and Romantic Relationships: A Systematic Review and Meta-Analysis

Mandira Mishra, University of Wollongong

The Story of WorkCareFactor

Bernadette O'Connor, Management Governance Australia

One Size Does Not Fit All: Building Workplace Wellbeing with Flexible Fit

Ali Palmer, The Oranges Toolkit

Extreme Symptom Index & Extreme Profile Index, Quickly & Accurately Assess Endorsed Mental Illness Symptoms

Paul A. Phillips, Alicia Tyler, Yolla Makhoul, Erin Carmody, Need a Psych

Support for Three of the Four New Malingering Detection Scales in the Personality Assessment Inventory

Paul A. Phillips, Yolla Makhoul, Alicia Tyler, Erin Carmody, Need a Psych

Creating a Culture of Openness

Iudita Trifa-Schmidt, Out Doors Inc

See Me Not Just My Diagnosis

Alicia Tyler, Yolla Makhoul, Erin Carmody, Paul A. Phillips, Need a Psych

Estimating Productivity Loss Due to Work-Related Mental Health Absenteeism and Presenteeism in Victorian Workers

Dr Pieter Van Dijk and Associate Professor Andrea Kirk-Brown, Monash University

Preventing Psychological Injury through Workplace Safety Behaviour: Identifying Behaviour-Based Approaches to Psychosocial Safety in Police

Bodhi Weaver, Monash University

Organisational Trauma - The Unseen Parasite Destroying your Workplace

Shanna White, Cognitive Behavioural Education

5:15pm - 6:15pm

Networking Function

Program | Day 2

	Room 1 & Virtual via OnAIR	Room 2 - In Person Only	Room 3 - In Person Only
8:00am - 8:30am	Registration Open Welcome! Come and say hello to the Symposium Team and collect your Name Badge! Keynote Session 3 Chair: Sharon Leadbetter		
8:30am – 8:40am	Welcome and Opening Comments by Sharon Leadbetter, Program Chair		
8:40am – 9:10am	Are Organisations Just Paying Lip-Service to Wellbeing? Dr Libby Sander, MBA Director Assistant Professor of Organisational Behaviour, Bond University		
9:10am – 9:40am	Banishing Burnout: Practical Strategies for Protecting Wellbeing at Work Dr Joel Davies, Senior People Scientist, Culture AMP		
9:40am – 10:10am	Building Competency and Capability in an Emerging Field of Psychosocial Risk Management Teegan Modderman, Director and Registered Psychologist		
10:10am – 10:25am	Q & A with Keynote Presenters		
10:25am - 11:00am	Morning Tea with Exhibitors		
	Responding to Mental Distress in the Workplace Chair: Chris Lockwood	The Future of Work and Opportunities #2 Chair: Dr Aimee Gayed	Promoting Mentally Healthy Workplace Cultures #3 Chair: Sandra Surace
11:00am - 11:20am	Framework to Support Colleagues with Mental Ill Health Return to Work: A Singapore Case Study Dr Charmaine Lim and Dr Andrew Tay, National University of Singapore	Modern Work: How Changes to the Way We Work are Impacting Australians' Mental Health Dr Mark Deady, Black Dog Institute	The Need to Create Safety, Not Just Prevent Harm in the Workplace Alison Delphin, AJD Education & Training
11:25am - 11:45am	Suicide Safety Sandra Willie, Suicide Programs	The Mental Health and Wellbeing Impacts of COVID-19 on Australian Frontline Healthcare Workers Brian Lee, Deakin University	Reducing Mental Health Stigma in the Workplace: An Educational Approach to Prevention Dr Nikola Balvin, Comcare
11:50am - 12:10pm	Building Resilience in Recovery from Workplace Psychological Injuries Kristin Tinker, Resilia	The Gender Wellbeing Gap - Where to From Here? Audrey McGibbon, EEK & SENSE	Case Study: Partnering with Workplaces to Better Support Young People Peter Savat, Jennifer Lobb and Louise Mapleston, Headspace National Youth Mental Health Foundation
12:15pm - 12:35pm	Care for the Carers: Managing Stress and Burnout for Mental Healthcare Professionals Peter Hayton, The Banyans Healthcare Group	Integrating and Supporting Lived and Living Experience Professionals in the Workplace Hannah Hyatt, Peers With Psychosis Network	Managing Workplace Mental Health: Tackling the 5 Most Common Workplace Challenges Kara Wise and Emma Boucher, HSE Global Limited
12:25pm - 1:25pm	Lunch with Exhibitors		
	Risk Factors to Workplace Mental Health #2 Chair: James Hill	Workplace Wellbeing Strategies #2 Chair: Jessica Cranswick	Responding to Mental Distress in the Workplace #2 Chair: John De Bono
1:35pm - 1:55pm	Managing a Small Business and Your Own Mental Wellbeing - How do You do Both? Peta Dampney, From Me To You Consulting	How to Measure Resilience Todd McGregor, CEO and Dr Stan Rodski, Head of Neuroscience Research, Cernova	Suicide Prevention in the Construction Industry: Perspectives and Experiences of Bluehats Dr Kylie King, Monash University
2:00pm - 2:20pm	Trauma Informed People Management – Reducing Psychosocial Injuries in the Workplace Kerry Howard, PsychNEXUS Pty Ltd	Supporting Mental Health Toolkit Linh Pierson, Wesley Mission Queensland	Peer Support Programs are a No Brainer: Lessons From the Aviation Industry Tony Merritt, Scientia Psychology

Please refer to the website and mobile app for the most up to date version of the program and to read overviews of each session.

Day 2 | Program

	Room 1 & Virtual via OnAIR	Room 2 - In Person Only	Room 3 - In Person Only
2:25pm - 2:45pm	Moving Beyond Psychosocial Risk: Designing Jobs for the Future Mr Mark Oostergo, Communicorp	How to Implement a Workplace Mental Health and Wellbeing Plan Paul Francis, Readiness	Workplace Support for Women in Recovery from Intimate Partner Violence Mary Jean Carman, University Of Newcastle
2:50pm - 3:10pm	Vicarious Trauma - A Silent Risk on the Rise Heizy Serrels and Penny Myerscough, Centre For Corporate Health	How Leaders are Enabling Healthy Change to Improve Employee Mental Health and Wellbeing Angela Derks, Australasian Sustainable Wellness Academy	Workers' Psychological Support Service: A New Approach to Reducing Long-Term Mental Illness Karina Maxwell, Workers' Psychological Support Service
3:10pm - 3:40pm	Afternoon Tea with Exhibitors Keynote Panel 2 Panel Moderator: Sandra Surace		
3:40pm - 4:40pm	Can We Transition to Flexible Work Options For Everyone? What Does The Research Tell Us Works? Panelist - Professor Bronwen Dalton, D. Phil (Oxon), Head, Department of Management, UTS Business School Panelist - Dr Benjamin Hamer, Head of Future of Work, PwC Australia and Chair of Future of Work, AHRI Panelist - Lyndall Soper, Deputy CEO, Monitoring & Reform - National Mental Health Commission		
4:40pm - 5:00pm	Symposium Close & Prize Draws		



Please refer to the website and mobile app for the most up to date version of the program and to read overviews of each session.

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Day 3 | Program

	Room 1 - In Person Only	Room 2 - In Person Only	Room 3 - In Person Only
8:30am - 9:00am	Day 3 - Registration Open		
9:00am - 10:30am	Workshop 1: Constructing Wellbeing - Laying the Foundations for your Wellbeing Strategy Sarah Mason, Fulton Hogan Construction NZ	Workshop 2: Reducing Psychological Injury in the Workplace with Vicarious Trauma Management Jade-Zofii Alexander, Jewishcare	Workshop 3: What's Good for the Goose; an Integrated Approach Supporting Worker Wellbeing Xenia Girdler, Renee Bridge, Andrew Lacy, Wellways Australia
10:30am - 11:00am	Morning Tea		
11:00am - 12:30pm	Workshop 4: Let's Not Re-Invent the Wheel: Aligning Mental Health at Work with Organisational Development Strategies Heather Ikin, Worklife Psychology	Workshop 5: Storytelling : The Future of Workplace Wellbeing Renee Boyle, Lineage Group	Workshop 6: Tomorrow Architects Industries Fostering Environments of Psychological & Physical Safety Tom Bell, Tomorrow Architects

Please refer to the website and mobile app for the most up to date version of the program and to read overviews of each session.

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The National Communications Charter (The Charter) is an evidence-informed resource to guide the way the mental health and suicide prevention sectors, government, businesses, and community talk about mental ill-health and suicide. Signing The Charter serves as a formal commitment to use safe and consistent language to reduce stigma and promote help-seeking.

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Mental Health First Aid® Australia is an Australian based multinational provider of Mental Health First Aid education. The organisation is a registered health promotion charity, operating within a professional, evidence-based model, guided by best practice and the voices of lived experience.

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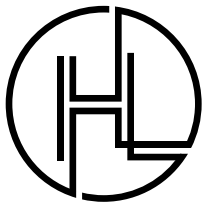
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Black Dog Institute (BDI) is a world-renowned medical research institute, translating research into programs, resources, services, and digital tools to create a mentally healthier world for everyone.

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Website: www.blackdoginstitute.org.au/workplace-programs



eMHPrac

The e-Mental Health in Practice (eMHPrac) project is funded by the Australian Department of Health and aims to raise awareness and knowledge of evidence-based digital mental health resources. eMHPrac delivers free presentations, workshops and webinars to health practitioners throughout Australia and also provides a range of online resources. eMHPrac is led by Queensland University of Technology in partnership with Black Dog Institute, Menzies School of Health Research, and University Centre for Rural Health of the University of Sydney.

Phone: 02 6620 7570
Website: www.emhprac.org.au



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Website: www.ruok.org.au



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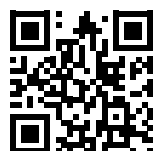
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