

# RAISING PRODUCTIVITY AT WORK

## LINKING THE SCIENCE OF WELL-BEING WITH PERFORMANCE IN THE WORKPLACE

Tuesday 20 May 2008 9am – 12.30pm Central London

**Focus on well-being in the workplace is rising as companies increasingly recognise its impact on corporate performance. Employee wellness is becoming a hard economic factor of production that affects attrition, absenteeism and presenteeism which all combine to underpin organisations' ability to attract, retain and motivate staff in their bid for competitive advantage and commercial gain.**

- Three-quarters of executives say that stress adversely affects their health, happiness and home life as well as their performance at work.
- A third of managers say they would change their job if they could achieve a better work/life balance.
- Stress is likely to become the most dangerous risk to business in the early part of the 21st century.
- Psychological well-being is a key predictor of job performance.

What does well-being really mean? What are the physical, cognitive and behavioural consequences when health is impaired? How can it be measured and improved? What can companies practically do about it? **On offer here - to executives in all organisations - are proven and practical ways to improve the performance of your teams by enhancing their health and well-being.**

### The workshop:

This half day workshop is a taster session for a range of ideas about assessing and developing healthy, resilient and high-performing teams and individuals. It showcases emerging thinking about well-being in the workplace and gives practical solutions to address these issues. Specifically, it will enable you to:

- Learn about new trends in research on what makes up an employee's sense of well-being and how some organisations are getting it right while others continue to miss the point completely
- Find out about a new, clinically-based instrument that employers can use to measure well-being in the workplace based on real case histories
- Find out about proven strategies designed to improve well-being – an effective 'toolkit'
- Gain insights into the latest scientific advances on how to improve energy, sleep, cognitive function and executive skills
- Discover some strategies that will help you improve well-being and happiness in your team and (immediately!) in yourself
- Meet and network with others who share your interest in this important issue

### Programme: 9am – 12.30pm

- Dan Collins will introduce the theory that workplaces that embrace fun invariably achieve greater productivity, are more creative and can boast exceptional staff retention.
- Bridget Juniper will discuss well-being, its importance in organisations and how something perceived as subjective, can be successfully measured and tracked. To help drive home the learnings, she will share research-based case studies to show how the wellness profiles of employee populations vary across different roles, sectors and cultures.
- Dr Brian Marien is a medical doctor and leading light in the area of Cognitive Behavioural Therapy. He will unpack the science and prove that our past experiences and beliefs have a significant impact on our performance. With a greater appreciation of these factors leaders can get the best from their teams whilst simultaneously reducing levels of stress.

### Who should attend?

This event is for those who care passionately about the well-being and productivity of the people in the organisations that they lead or provide consulting services to including: senior leaders and line managers in both private and public sector organisations; people management and development professionals with responsibility for reducing absenteeism and attrition; health and safety professionals; occupational health professionals (physicians and nurses).

**Speakers:**

Bringing their considerable expertise to this workshop are:

**Dr Brian Marien**

Brian is a doctor of medicine, health psychologist and an accredited cognitive therapist. He qualified from St Bartholomew’s Hospital, London in 1977, gained a Masters in Health Psychology in 1992 and wrote his thesis on occupational stress. He trained in cognitive behaviour therapy (CBT) at the Institute of Psychiatry, London. He works as a specialist in the Academic Department of Psychological Medicine at St Bartholomew's Hospital, London. His main areas of clinical interest are cognitive science and the treatment of stress-related illness. Brian is actively involved in clinical research. He has written numerous articles, taught and lectured widely on stress-related illness, its prevention and treatment. Brian is the clinical lead of an occupational health service for 500 doctors in West Sussex, funded by six NHS Trusts. He is a visiting lecturer at Surrey University and at Brighton Postgraduate Medical School. He runs regular courses on building resilience – (well-being & stress prevention), and stress management for doctors and other health professionals. Over the past ten years he has provided individual coaching to senior executives and run regular courses, workshops and training programmes for corporate clients. Recent clients include PWC, IBM, Marsh, Syngenta, Wyeth, Petronas, BBC and NHS Trusts.

**Dan Collins, Fresh Tracks**

Dan left the corporate fast track 15 years ago. He founded the appropriately named enterprise Fresh, a company determined to approach business from a different perspective. He now spends his time helping teams in large corporations discover a 'Fresh Track' to working together, largely through the medium of play. He is a graduate of Cranfield University and writes about leadership and people development for anyone who will publish him. (www.freshtracks.co.uk).

**Bridget Juniper, Work and Well-Being Ltd**

Bridget Juniper combines her background in employee engagement programmes and clinical research to work with companies to assess the factors that impair their employees’ work-related quality of life. Drawing on her experience, she has developed the Work and Well-Being Assessment; a clinically-based, multi-dimensional instrument developed specifically to measure the impact of peoples’ work on their overall well-being. Bridget is currently undertaking a PhD in employee well-being at Cranfield University (www.workandwellbeing.com).

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Tuesday 20 May 2008 9am – 12.30pm**

**Central London** (venue details sent on registration)

Register online at [www.freshtracks.co.uk/raisingproductivity.htm](http://www.freshtracks.co.uk/raisingproductivity.htm) or complete and return the form below to:  
E-mail: [mail@freshtracks.co.uk](mailto:mail@freshtracks.co.uk). Post: Fresh Tracks, PO Box 101, Ware, SG11 1WA . Fax: 01920 822884

**Participant’s details**

Title: ..... First name: .....  
Surname: .....  
Job title: .....  
Organisation: .....  
Organisation address: .....  
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Work Tel: .....  
Email: .....  
Special dietary requirements: .....  
Special access requirements: .....  
How did you hear about this conference? .....

**Admin fee for attendance - £50 + VAT (£58.75)**

**Payment details**

Type of card: VISA Mastercard AMEX  
Name on card: .....  
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