

Leadership and Corporate Well-Being through Challenging Times



Wednesday, June 8, 2022
9:30 a.m. to 3:00 p.m.
Virtual Event

9:30 am to 10:00 am

Play the Game of Definition

Speaker: **John Robertson**

John is the founder and President of FORTLOG Services Inc., an established and trusted company with over 30 years in crisis intervention in a variety of contexts. Inspired and driven by his values, John acts as a facilitator for his clients as they test, discover, and expand what they can do. He uses concrete, verifiable processes to help them achieve demonstrable, solution-focused results. Remaining faithful to his passions and values, John invests himself in his vocation without reservation. He provides spirit-filled, insightful guidance that his clients use to amplify their lives and their businesses. John truly provides “leadership that people can follow through storms.”

John’s education and certifications include Certified Coach, MHCC’s The Working Mind, Advisor in National Standard for Psychological H&S in the Workplace, CISM Instructor, Grief Resolution Specialist, Trauma Treatment Specialist, numerous psychometric tools & assessments, and a Bachelor and master’s degrees from Queen’s University.

He is the author of Amazon #1 Best Seller, *Run Toward the Roar, Transform Crisis and Change into the Opportunity to Thrive.*

Presented by:



Workforce Wellness Expert, Culture Alignment Specialist Transforming crisis as a trusted thinking partner, working with forward-thinking leadership to positively resolve these crucial moments thru a values-anchored ethos to build;

- *Leadership, that people trust and want to follow,*
- *Culture, where people want to work,*
- *Resilience, where people know how to thrive.*

10:00 am to 10:15 am **Break**

10:15 am to 12:00 pm **Thoughtful and Consistent Leadership**

Climbing the corporate ladder and attaining a leadership position is often a double-edged sword. Frequently, people who make it to the top of the ladder wonder why they wanted this position in the first place.

Leadership through change, crisis, growth, requires people to feel safe so they are able to keep well. This requires a trustworthiness which colleagues respect and can rely on. It also means addressing those unintentional, or unconscious patterns, which trigger fear and erode trust.

This type of Thoughtful and Consistent Leadership has little to do with one's position and more to do with their approach to their colleagues and their responsibilities.

During this session we will discuss:

- It is an inside out approach – what does one want to be trusted, respected for?
- Identifying qualities and qualifiers of a trustable, followable leader.
- Strengthening our leadership style for to reduce

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12:00 pm to 1:00 pm **Break**

1:00 pm to 2:00 pm **Developing A Psychological Health & Safety Action Plan for your Workplace**

As the COVID-19 pandemic slowly shows signs that it's receding, the toll that it has taken on mental health and well-being is what is being left behind. More than ever, organizations are concerning themselves with psychological health and safety in the workplace, but just the term seems daunting. While many larger organizations have begun to tackle this issue in the last few years, many smaller municipalities lack the where with all and/or resources, and don't even know where to begin. There are legal obligations, but more importantly there is the health, wellness and engagement of employees which comes into play. A psychologically healthy and safe organization is an effective organization.

While the term "Psychological Health & Safety" infers "mental health", it is actually much more than that. In fact, according the National Standard of Canada for Psychological Health and Safety, there are thirteen factors which influence psychological health and safety in the workplace. What is interesting is the high degree of overlap between these thirteen factors and the factors which determine employee engagement.

The learning objectives of the session will include the following:

- Understand the overlap and linkages between psychological health and safety (mental health) in the workplace and employee engagement;
- Learn how to build a 'business case' for a "PH&S" initiative in your organization by identifying the statistical prevalence of mental illness and addiction in the workplace and society in general;
- Develop a process to develop a PH&S action plan which is grounded in the National Standard and the thirteen workplace factors;
- Develop a mechanism (survey) to properly measure and assess the state of psychological health and safety in your workplace to use as a baseline and series of metrics to measure continuous improvement

Speaker: **Norm Baillie-David, MBA, CAIP**

Norm is a recognized expert in employee engagement, organizational development, and strategic planning; and is a seasoned bilingual (English/French) facilitator, with more than thirty years of experience across Canada and around the world. He has extensive experience in the field of psychological health and safety in the workplace, and specifically its links to employee engagement. Norm will share his direct experience in developing PH&S action plans for a number of government organizations at both the federal and municipal levels. He has also conducted extensive many employee engagement survey and consulting assignments with many Ontario and Western Canadian municipalities. He has also given presentations at a number of OMAA and other municipal association events.

Norm has also worked closely with the Centre for Addiction and Mental Health (in Toronto) to develop a comprehensive survey instrument to measure employees' perceptions of psychological

health and safety in the workplace, based on the National Standard developed jointly by the Mental Health Commission of Canada and the Canadian Standards Association.

Norm's passion is helping leaders and managers improve performance through a healthier and more engaging employee experience. His consulting assignments routinely result in organizations achieving stronger employee engagement, and leadership teams working more collaboratively and effectively together.

Presented by:



At EPSI, we are focused on one thing: delivering comprehensive expertise to help you get the most out of your greatest resource: the people. We customize a full range of human resources talent assessment and consulting services to help you overcome immediate challenges and realize long-term goals.

2:00 pm to 3:00 pm **Elevating your Return to Work / Stay at Work Program using a Psychological Health and Safety Prevention Approach and Resiliency**

This presentation will provide participants with new and emerging programs, resources, and tools to effectively elevate existing return to work and stay at work programs using a psychological health, safety and resiliency prevention approach. During this session, participants will:

- Navigate a psychological health and safety program and supporting elements relating to best practices for prevention, intervention, and recovery
- Understand how program and program elements align with established continual improvement frameworks
- Understand a Resilient Workplace
 - Rugged and resourced leaders and workers
 - Available training resources
- Explore tools and resources including policies, procedures, and checklists to support program development and implementation
- Explore emerging practices for enhancement of stay at work and return to work programs using a psychological health and safety prevention approach. Specifically, participants will
 - understand processes and tools for identifying cognitive and psychological job demands
 - understand how to build RTW/SAW program elements to provide meaningful work in line with worker cognitive, physical, and psychological abilities
 - understand how a resilient workplace supports successful SAW/RTW

Workshop participants will be provided with the following tools and resources:

- Psychological health and safety program framework
- Psychological health and safety program checklist
- Psychological health and safety policy template
- Cognitive Demands and Job Demands Descriptions information
- Access to consulting resources to support identification of cognitive, psychological, and physical job demands

Speaker: **Tegan Slot**

Tegan Slot is the Lead, Specialized Services with Public Services Health and Safety Association. Much of her early work in occupational health and safety focused on ergonomics and musculoskeletal disorder prevention in acute care and continuing care hospitals and she is now exploring the emerging and impactful area of psychological health and safety.

Tegan has worked in the OHS field for over 14 years, is a Canadian Registered Safety Professional, Registered Kinesiologist, holds an MSc in Biomechanics, a PhD in Ergonomics and a certificate in Occupational Safety and Health.

Presented by:



Public Services Health & Safety Association (PSHSA) is funded by the Ontario Ministry of Labour, Training and Skills Development and works with employers and workers within Ontario's public and broader public sector, providing training, consulting and resources to reduce workplace risks and prevent occupational injuries and illnesses. By staying ahead of evolving needs, knowledge and trends, leveraging our digital capabilities and adopting new and emerging technologies, we are continuously innovating to develop forward-thinking occupational health and safety solutions that educate, inform and inspire better workplaces.

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