



**7<sup>th</sup> Global Healthy Workplace Awards & Summit**  
**30<sup>th</sup> October – 1<sup>st</sup> November 2019, Melbourne**



**MONASH** University

**Allianz** 



## Welcome from Global Centre for Healthy Workplaces

The 7th Global Healthy Workplace Awards and Summit in partnership with Monash University, brings together leaders for the advancement of healthy workplaces and employee wellbeing. The summit offers a unique opportunity for experts and leaders to raise health and wellbeing to a new level.

Here in Melbourne, you will see at first hand the very best programmes available. The Awards Finalists cover large employers and small and medium-sized enterprises - each with its own unique characteristics, strengths and challenges. We hope you will take this opportunity to learn from their programmes and also to share your own experiences on how best to achieve a healthier workplace.

The Global Centre for Healthy Workplaces provides a certification programme helping enterprises to get recognized as healthy workplaces as well as health and productivity online learning modules. This year in Melbourne, we are also hosting the 4th Roundtable of the Global Alliance for Healthy Workplaces. For more details please visit: [www.globalhealthyworkplace.org](http://www.globalhealthyworkplace.org)

This Summit could not have come about had it not been for the valuable efforts of our wonderful partners and we are particularly grateful for the support and friendship of Monash University. We look forward to working ever more closely with them and all our partners in the period ahead.

Wolf Kirsten & Tommy Hutchinson  
Co-Directors

## Welcome from Monash University

### Welcome to Monash

Monash University is delighted to be partnering with the Global Centre for Healthy Workplaces by hosting the 7th Global Healthy Workplace Awards and Summit at our Clayton Campus.

As a multidisciplinary international university with a global reach and a university community of over 100,000 people, we recognise the crucial role workplaces play in promoting and supporting good health and wellbeing.

As a previous winner of the World's Healthiest Workplace (Large Employer Category) Award, we are also very proud of the health and wellbeing programs we offer and our university environment which supports an active, healthy and engaged lifestyle.

Over the days of the Summit, we hope that this University setting will provide an outstanding opportunity for you to learn, network and experience world's best practice, and we encourage you to take the opportunity to experience our campus, and all it has to offer.

We welcome you to Monash and the city of Melbourne.

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## Summit Agenda 2019

### 30th October

9:00–13:00 **4th Roundtable of the Global Alliance for Healthy Workplaces**  
(invitation only)

13:00 Lunch for Roundtable participants

### **Capacity Building Seminar on How to Create a Healthy Workplace**

13:30-13:45 Opening Statement: Alberto Ogata (President, IAWHP) & GCHW

13:45-15:00 **Making the Business Case – Leading by Example:**  
Lessons learned from Global Healthy Workplace Awards winners  
Vicki Ashton, Monash University  
Lee Mason, Jemena  
Jane Gardner, Lendlease

15:00-15:30 Break

15:30-16:00 **Mindfulness for Wellbeing and Peak Performance**  
Craig Hassed & Richard Chambers, Monash University

16:00-17:00 **Practitioners Roundtable:** 5 roundtables with experts / facilitators with two 30-min sessions (participants rotate after first session):

1. Physical work environment
2. Psychosocial work environment
3. Personal Health & Wellbeing
4. Enterprise-Community Involvement
5. Evaluation & Continuous Improvement

17:00 Group Reports & Discussion

17:30 Closing

*Evening reception follows straight after*

### 31st October

### **7th Global Healthy Workplace Awards & Summit**

8:00 Registration

9:00 Opening / Welcome  
Professor Abid Khan, Deputy Vice-Chancellor (Global Engagement), Monash University  
Ms Sue Weston, Chief Executive Officer, Comcare

9:30 Keynote Address:  
**Investing in Human Capital for Sustainable Growth**  
Aneesa Arur, World Bank

**The New Zealand Living Standards Framework – Focusing on Wellbeing**  
Ruth Shinoda, New Zealand Treasury

10:20 Break

**10:45 Cultivating Mentally Healthy Workplaces Globally**

Julie Mitchell, Allianz Australia

Raymond Lam, APEC Digital Hub for Mental Health, Canada

Janice Riegen, Independent Healthy Workplaces Consultant, New Zealand

**12:15 Creating Healthy Workplaces in Brazil**

Eloir Simm, Associação Brasileira de Qualidade de Vida, Brazil

12:45 Recognition of Organization's Certified as "Healthy Workplace"

13:00 Lunch

13:30 *Lunch Break Tour of Monash Sports Grounds and Facilities (Meet at the Menzies side entrance to the LTB - Led by Darren McLeod, Monash Sport) Tour of Monash University (Meet at the Bus Loop entrance to the LTB - Tour led by Paul Barton, Buildings and Property)*

**14:00 How Well Do Healthy Workplace Programs Work – The Evidence**

Nico Pronk, HealthPartners Institute, USA

15:00 Break

**15:30 Maximizing Employee Performance in Small and Medium-Sized Enterprises (SMEs)**

Kris de Meester, International Organisation of Employers, Belgium

Simon Lim, Health Promotion Board Singapore

Jennifer Low, Australian Chamber of Commerce & Industry

17:00 Summary of Day One & Close

*Evening reception follows straight after*

**1st November**

**9:00 Awards Finalist Presentations - Small and Medium-Sized Enterprises**

Global Prairie (USA), Swisse Wellness (Australia), VitaS (Belgium)

10:30 Break

*Fun low impact exercise activity (LTB lawn)*

**11:00 Awards Finalist Presentations - Large Enterprises**

Hero MotoCorp (India), Marisol (Brazil), Reliance Industries (India)

12:30 Future Activities of the Global Centre for Healthy Workplaces

12:50 Global Awards Ceremony 2019 Winners

*Followed by Closing Reception (includes light lunch) Celebrating the 2019 Winners & Finalists*



## Awards Finalist Profiles

The below 2019 Global Healthy Workplace Awards Finalists will present their programmes at this year's event for the chance to win recognition as the company with the best workplace health programme across the globe (one in each category will be declared winner).

### Large Enterprises

#### Hero Motocorp (India)

Hero Motocorp is the world's largest 2-wheeler manufacturer based in New Delhi, India. The company has been offering health and wellness services to their 33,000 employees since 2002. Hero's OHS policy ensures health and wellness is incorporated into the organisation's business strategy. The cross-functional *Total Productive Maintenance (TPM)* committee safeguards the eight pillars for safe work, a healthy workforce and increased productivity. The company implements strategically driven and sustainable non-communicable disease (NCD) interventions and tobacco prohibition programs. Hero also places great emphasis on involving the community and following a sustainability based on the triple bottom line. <https://www.heromotocorp.com>

#### Marisol (Brazil)

Marisol SA is one of the leading companies in the Brazilian clothing industry with 2400 employees. In 2017 the company launched the "Programa Quero + Saúde Marisol" (Want More Health Program), which gathered existing programs into a cohesive strategy as well as launched new initiatives identified by an employee health and welfare survey. The strategy, developed in partnership with the Industrial Social Service (SESI), is aligned with Marisol's purpose of "Creating a better future" and actively supported by the company president who suggested that all employees of the company received a bicycle as a Christmas gift as part of Marisol's 50-year celebrations. The program is monitored mainly by 18 key performance indicators (KPIs) such as employee turnover and satisfaction, a health scorecard and Workplace Index (psychosocial indicator). <https://marisolsa.com.br>

#### Reliance Industries (India)

The Jamnagar Manufacturing Division of the Indian conglomerate Reliance Industries Limited (RIL) has been advancing the health of their 8500 employees for over 15 years. The Health, Safety & Environment policy (HSE) has been signed by Chairman, Mukesh Ambani who publicly stated that "*the safety and health of personnel and protection of environment overrides all production goals*". Health and environmental responsibilities are incorporated in strategic Annual Operating Plans (AOP) for various business functions. A strong Health, Safety & Environment (HSE) culture has helped advance various wellness programs and resource with a dedicated budget. RIL tracks employee health scores, which they have been able to improve significantly overall from 2013 to 2019. <https://www.ril.com>

## **SMEs**

### **Global Prairie (USA)**

Global Prairie is a global marketing firm based in Kansas City, USA, a certified Benefit Corporation (B-Corp) dedicated to cultivating a healthier world. The firm's senior leaders promote and participate in the programs and actively contribute ideas to the health & wellness committee. The company offers an unlimited PTO (paid time off) policy, a Sabbatical Leave policy allowing up to 8-weeks of paid time off, and team members are given 117 hours annually to volunteer with civic and non-profit organizations they are passionate about. Two full-time employees (FTEs) lead the health & wellness efforts on a day-to-day basis. Activities offered to the 75 employees include a digital health and wellness platform, a wellness reimbursement benefit (every full-time employee is given \$500 annually for wellness-related expenses), biometric screening and coaching.  
<https://www.globalprairie.com>

### **Swisse Wellness (Australia)**

Swisse Wellness is an Australian company dedicated to making people healthier and happier through natural health products and education. Established in Melbourne in 1969, Swisse employs 350 team members globally. The company Health and Safety team has been integrated into People and Culture to improve outcomes for teams and business. The wellness pillars are mind, movement and nutrition. The company launched Australia's first Ride to Work Scheme as the first ANZ business to offer employees a tax-deductible salary sacrifice ride to work scheme. Australian Tour De France winner, Cadel Evans, is supporting the initiative of Swisse Wellness to encourage all Australians to cycle more and have an active lifestyle. Key metrics include Total Recordable Injury Frequency Rate, program participation, engagement, sick leave, retention, productivity, gender representation and leave balances.  
<https://swisse.com.au>

### **VitaS (Belgium)**

VitaS is a medium-sized enterprise of 350 employees providing elderly care services in Belgium. VitaS believes a health organization can only be achieved with healthy employees. The "Big 5" program includes five key areas: healthy nutrition, physical activity, psychological health, alcohol-medication-drugs, and smoking cessation. Self-scheduling, transparent holiday management and a reduction of working hours has improved mental health and work-life balance. Key factors leading to positive outcomes are the involvement of mixed age teams, programme ambassadors, the ownership of the work schedule, improved communication and greater management commitment.  
<https://www.vitas.be>

## Speaker Profiles



### **Wolf Kirsten, Founder, International Health Consulting and co-founder, Global Centre for Healthy Workplaces**

Wolf Kirsten is a social entrepreneur and Founder of International Health Consulting based in Tucson, Arizona and Hamburg, Germany. His consulting portfolio is truly global, advising companies on health and well-being strategies such as Johnson & Johnson, IBM, Siemens and SAP in many regions of the world. In addition, he has been consulting the World Health Organization (WHO) on developing global guidelines for Healthy Workplaces. He also advised the governments of the Kingdom of Bahrain and Mongolia on the development of a national strategy and infrastructure for health promotion.

Mr. Kirsten is co-founder of the Global Centre for Healthy Workplaces, which hosts the Global Healthy Workplace Awards each year. He also is the Immediate Past President of the International Association of Worksite Health Promotion (IAWHP) and serves on the board of the International Institute for Health Promotion (IIHP). He has published extensively on the global aspects of health promotion and wellness including the book "Global Perspectives in Workplace Health Promotion" and benchmarking study "Winning Strategies in Global Workplace Health Promotion."

Mr. Kirsten received his Master of Science in Health Promotion Management from American University in Washington, DC. He is a German native and lived many years abroad (United States, England, Brazil and China). <http://wolfkirsten.com>



### **Tommy Hutchinson, Founder & CEO, i-genius and co-founder, Global Centre for Healthy Workplaces**

Originally from Northern Ireland with a degree in economics at Leeds, Tommy worked in the City of London covering a series of roles from aerospace analyst, to market intelligence before being appointed Political Adviser to the NatWest Group. He stood for the UK Parliament as the Labour candidate for Chingford and Woodford Green in the 1997 general election. Leaving NatWest, Tommy became Director of the Industry Forum developing relations between the business community and governments in UK, Brussels and USA. He led two delegations to the World Trade Organisation in Geneva.

Following his corporate career, Tommy developed his passion for social entrepreneurship and innovation which led to the creation of i-genius which has worked in over 40 countries. Tommy lectures at two UK universities and is a European Commission Expert on social innovation and sustainability. He is an honorary adviser to Hunan University (Changsha) and author of 'A risky business.' <https://www.i-genius.org>





**Dr Vicki Ashton, MBBS,FAFOEM (RACP), MPH  
Chief Medical Officer and Occupational Health  
Physician, Monash University**

Dr Vicki Ashton is Chief Medical Officer and Occupational Health Physician at Monash University and heads up the Health and Wellbeing Team as part of Health in OHS. Her team has been nationally and globally recognized for its Workplace Health and Wellbeing Strategy which has seen the introduction of innovative programs maximizing health and wellbeing for staff and the broader Monash community. She is passionate about health at work and particularly utilising the workplace for preventing disease through lifestyle modification. In addition, she has lectured on Occupational and Environmental Medicine and served on numerous working groups related to the practice of preventive medicine in workplace settings. Vicki sees the holistic occupational health model as key to integrating workplace, personal and psychological factors to have a positive influence on health and safety.



**Julie Mitchell, Executive General Manager, Allianz  
Australia**

Julie is the Executive General Manager, Workers' Compensation for Allianz Australia, part of the Allianz Group of Companies, a global insurance and asset management business with 142,000 employees world-wide. Julie has over 20 years in the workplace injury and claims management and has held a number of key leadership roles at Allianz Australia. Julie holds a Bachelor of Health Science (Rehabilitation Counselling) through the University of Sydney and a Graduate Diploma of Safety Science through the University of New South Wales.



**Aneesa Arur, Senior Economist, Health Nutrition  
and Population Global Practice, World Bank**

Dr Aneesa Arur is a Senior Economist at the World Bank's Health Nutrition and Population Global Practice. She has led and managed World Bank-financed projects in client countries and is also involved in research and technical assistance at the country and regional level on social health insurance, results based financing, integration of care and contracting for health services. Before joining the World Bank Group, Aneesa worked at Abt Associates Inc., a consulting firm with an international health practice. Aneesa holds a PhD in Health Systems from the Johns Hopkins Bloomberg School of Public Health, and a Masters in Development Studies from the London School of Economics and Political Science.



**Ruth Shinoda, Chief Operating Officer and Deputy Secretary, Strategy, Performance and Engagement, New Zealand Treasury**

Ruth leads the operations of the New Zealand Treasury. Her role is responsible for the Treasury's financial, people, IT and legal strategies as well as the provision of shared services to other agencies. She leads the organisational strategy, business planning and risk management and is also the Senior Reporting Officer for Treasury's Living Standards Framework.

Ruth is also the Chair of the [Government Women's Network](#).

Ruth has previously held senior positions in a range of government agencies in New Zealand and the United Kingdom specializing in the development and delivery of high quality policy advice, particularly in the area of human capital. Ruth has also been the Head of the Child Poverty Unit in the UK, Director of Social Investment at the Private Equity Foundation in London, and worked for the Japanese Productivity Centre in Tokyo.

Ruth has a BA (Honours) in Economics from the University of Nottingham, was a 2001 Daiwa Scholar, and is married with two daughters.



**Lee Mason, General Manager - Health Safety Environment and Business Excellence, Jemena**

Lead the development and implementation of Jemena's HSE & Business Excellence strategy aligned to the business plan objectives enabling sustainable performance improvement.

Within four years Jemena's HSE performance has improved through the simple method of understanding its HSE risk profile, ensuring that the right improvement strategies were focused on and importantly harnessing the power of our people to

think differently about the work we do.

In 2017 this approach was recognised when Jemena received the award for Global Healthy Workplace at the Global Healthy Workplace Awards Summit held in conjunction with the World Health and Safety Summit in Singapore.



**Kris De Meester, Manager Health & Safety Affairs, International Industrial Relations, International Organisation of Employers (IOE)**

#### **Issues**

Safety, health and welfare at work – Occupational accidents and diseases: prevention, formalities, statistics – Occupational health – Alcohol and drugs – Stress, burn-out, harassment and violence – Long-term employability – Fire protection – Ergonomics – Contractor safety management – International social issues

#### **Organisations**

High Council for Prevention and Protection at Work – High Council for Protection against Fire and Explosion – National Labour Council committees – Occupational Accidents Fund (Technical Committee on Prevention) – Occupational Diseases Fund (Scientific Council) – BeSaCC-VCA (contractor safety management) – European Advisory Committee on Health and Safety (spokesperson for the employers' group) – BUSINESSEUROPE (Chairman of Safety and Health Committee) – European Agency for Safety and Health at Work (OSHA-Bilbao) – European Foundation for the Improvement of Living and Working Conditions (EUROFOUND-Dublin) – International Labour Organisation (ILO-Geneva) – International Organisation of Employers (IOE)



**Jennifer Low, Director WHS and Workers' Compensation Policy, Australian Chamber of Commerce and Industry**

Jennifer is the Director, Work Health & Safety and Workers' Compensation Policy at the Australian Chamber of Commerce and Industry.

Jennifer acts as a leading advocate for employers in the design, implementation and operation of Australia's national and state legislative frameworks governing WHS and Workers' Compensation. She

represents employer's interests at a number of Federal advisory committees including Safe Work Australia, the National Industrial Chemicals Notification and Assessment Scheme (NICNAS) Consultative Committee and the Mentally Healthy Workplace Alliance. With primary qualifications in psychology and safety, Jennifer's expertise is in workplace psychosocial issues and workers' compensation return to work.



**Simon Lim, Divisional Director, Workplace Health & Outreach Division, Health Promotion Board**

Simon Lim is the Director of Workplace Health and Outreach Division in Health Promotion Board (HPB).

He oversees the planning and implementation of health prevention initiatives in workplace settings in Singapore to promote healthy living among workers and enhance the workplace longevity. He has established strong collaborative partnerships with public and private sector organisations to provide meaningful health and well-being programmes to the workforce.

Simon has close to 32 years of experience working in the public sector, with a strong track record in operational management, stakeholder engagement and programmes management. He holds a Masters in Defence Tech from Cranfield University UK and a Masters in Educational Management in NIE.



**Elior Edilson Simm, President, ABQV**

A social entrepreneur, president of ABQV, CEO of Simm Solutions and has worked for over 30 years to promote the health, well-being and quality of life of workers, their families and communities.

He was an executive at SESI (SC and DN) and SESC SC. Teacher. Graduated in Physical Education from UFSC, MBA in Business Management, Sports Management, Social Management, Health Promotion Management and Management Excellence Model.

Member of CSIT (International Confederation of Sports for Workers) and has organized relationship trips and technical missions with national and international organizations and companies. National and regional advisor and consolidated project for the Global Health and Productivity Committee (FIESC, SESI, IAWHP, GHWP and ABQV).



**Nicolaas P. Pronk, Ph.D., M.A., FACSM, FAWHP, Chief Science Advisor, HealthPartners Institute**

Dr. Nicolaas Pronk is the Vice President for Health Management and Chief Science Officer for HealthPartners, an integrated health system headquartered in Minnesota. Nico is also a Sr. Research Investigator at the HealthPartners Institute for Education and Research. In his role as an Adjunct Professor of Social and Behavioral Sciences at the Harvard School of Public Health, he conducts research and teaches on the topic of employee health and safety. His academic affiliations also include

being a Visiting Research Professor in Environmental Health Sciences at the University of Minnesota, School of Public Health.



Nico's main job role is to connect evidence of effectiveness with the practical application of programs, services, and policies that measurably improve population health. His research and teaching affiliations allow him to play an active role in connecting practice and research and ensure broad dissemination of learnings.

Nico is a member of the Community Preventive Services Task Force and co-chair of the Annual Report to Congress committee. He is the founding and past-President of the International Association for Worksite Health Promotion and the author of the scientific background paper for the U.S. National Physical Activity Plan for Business and Industry. He has served on various committees of the Institute of Medicine (IOM) at the National Academies of Science and is currently a member of the IOM Obesity Solutions Roundtable. Nico serves as the Chair of the Business and Industry sector expert panel for the National Physical Activity Plan and is co-Chair of the Employer-Community Collaboration committee of the Health Enhancement Research Organization. Nico served as on the Defense Health Board (appointed by the White House) and the Clinical Obesity Research Panel at the National Institutes of Health (NIH). He was awarded a NIH Merit Award for work in energy balance and primary care and the HERO Mark Dundon Research Award in recognition of research that advances the science of employee health management.



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

Jane is an accomplished Health, Safety and Wellbeing Professional, and is responsible for the development and implementation of Lendlease's global health and wellbeing strategy. With a strong focus on mental health, Jane drives the mental health agenda and strategy at Lendlease, through a strategic approach which includes a range of interventions and programs to decrease stigma and encourage positive mental health, she is also a mental health first aid facilitator.

Recently Jane has taken the lead of the Lendlease Foundation function to ensure the successful delivery of programs globally, with a strong focus on delivering positive health and wellbeing outcomes and personal development.

Jane's passion is to improve the health and wellbeing of the Lendlease people and their families and create positive awareness around mental health within corporates and communities.





**Dr. Raymond W. Lam, Executive Director, Asia-Pacific Economic Cooperation (APEC) Digital Hub for Mental Health**

Dr. Raymond W. Lam is Professor and BC Leadership Chair in Depression Research in the Faculty of Medicine, University of British Columbia (UBC). In the UBC Department of Psychiatry, he is the Associate Head for Research, and the Residency Director for the Research Track. Dr. Lam is also Director of the Mood Disorders Centre Research, Education, Awareness and Care Hub (MDCreach.ca) at the Djavad Mowafaghian Centre

for Brain Health in Vancouver. His research examines clinical and neurobiological factors in seasonal, treatment-resistant and workplace depression, clinical trials and guidelines, and e-Mental Health. Dr. Lam is also a lead investigator for the Canadian Biomarker Integration Network in Depression (CAN-BIND) and Executive Director of the Asia-Pacific Economic Cooperation (APEC) Digital Hub for Mental Health, hosted at UBC. His research is supported by many agencies and sponsors including the Canadian Institutes of Health Research.

Dr. Lam has published over 450 scientific articles and book chapters (including over 325 peer-reviewed papers), and edited or authored 11 books on depression; Google Scholar lists over 15,000 citations to his published work, with an *h*-index=69. He sits on the editorial boards of 10 international journals, including CNS Drugs and Chronobiology International. Dr. Lam is a champion for evidence-based medicine and is an editorial advisor for the international Cochrane Collaboration.

Dr. Lam has received many awards for his research and teaching, including the J.M. Cleghorn Award for Clinical Research (Canadian Psychiatric Association, 2015), a Distinguished Achievement Award for Overall Excellence (UBC Faculty of Medicine, 2014), R.O. Jones Memorial Award (Canadian Psychiatric Association, 2007), Silver Anniversary Leadership Award (UBC Medical Alumni, 2006), and the Douglas Utting Prize and Medal for Depression Research (SMBD-JGH/McGill University, 2001). He is an elected Distinguished Fellow of both the Canadian Psychiatric Association and the American Psychiatric Association, a Foundation Fellow of the International Society for Affective Disorders, and the Executive Chair of the Canadian Network for Mood and Anxiety Treatments (CANMAT).



**Craig Hassed, Co-ordinator of Mindfulness Programs, Monash University**

Associate Professor Craig Hassed works at the Department of General Practice and is coordinator of mindfulness programs at Monash University. His teaching, research and clinical interests include mindfulness-based stress management, mind-body medicine, meditation, health promotion, integrative medicine and medical ethics. Craig is regularly invited to speak and run courses in Australia and overseas in health, educational, government and corporate

contexts and has collaborated with a number of national and international universities helping them to integrate similar content.

He was the founding president of Meditation Australia and is a regular media commentator. He writes regularly for medical journals and has published thirteen books. Craig also featured in the documentary, *The Connection* and wrote the companion e-book, "The Mindfulness Manual" and co-authored with Richard Chambers the free online Mindfulness course in collaboration with Monash University and FutureLearn. In 2019 Craig was awarded the Medal of the Order of Australia (OAM) for services to Medicine.



**Dr Richard Chamber, Clinical Psychologist,  
Mindfulness Consultant, Monash University**

Dr Richard Chambers is a clinical psychologist and internationally-recognised expert in mindfulness. He is leading a university-wide mindfulness initiative at *Monash University* and consults to a growing number of businesses, educational institutions and sporting organisations. A developer of the *Smiling Mind* app, he is a published author and regularly features in the mainstream media.



**Alberto Jose Niituma Ogata, MD MBA, President,  
International Association of Worksite Health  
Promotion – 2019 Global Healthy Workplace  
Awards Judge**

Alberto José Niituma Ogata, MD MBA is President of International Association of Worksite Health Promotion (IAWHP), Past-President of Brazilian Association of Quality of Life (ABQV). He is professor and researcher of Health Study Center and Health Planning of Fundação Getulio Vargas - Management School of Sao Paulo. He is professor of the MBA in Health Promotion Program Management (Centro Universitario Sao Camilo - Sao Paulo). He is Director of Social Responsibility of Sao Paulo Industry Federation. Dr. Ogata is a graduate in Medicine, Master in Medicine and Health Economics and member of many scientific organizations.



**Stephen Bevan, BSc, PGCE, Head of HR Research Development Institute for Employment Studies - 2019 Global Healthy Workplace Awards Judge**

#### **Healthy Workplace Awards Judge**

Professor Stephen Bevan, an Honorary Professor at Lancaster University, returned to IES as Head of HR Research Development in April 2016. Stephen was previously Director of Research at The Work Foundation.

Stephen has conducted research on high-performance work practices, employee reward strategy, staff engagement and retention, and 'good work'. He has a special interest in workforce health and wellbeing, having led a number of national and international projects focusing on workforce health and the impact of chronic illness on productivity and social inclusion.

Stephen is an advisor to a number of UK government departments and has advised employers and policymakers in Europe, Asia-Pacific, Australasia and North America. He has received a special award from GAMIAN-Europe for his contribution to the field of mental health and is a reviewer for several academic journals, including The Lancet; a regular columnist for HR Magazine; a judge at the Global Healthy Workplace Awards; and is a member of Public Health England's Health & Work Advisory Board, and the Health and Work Group of the Public Health Responsibility Deal. Stephen has also been Chair of the UK Fit for Work Coalition.



**Edith Clarke, MD, M.A. Health Management, Planning & Policy, MSc Occupational Health - 2019 Global Healthy Workplace Awards Judge**

An occupational and public health physician with 32 years of experience in clinical practice and in the planning and implementation of health services. 19 years of this has included OHS practice.

#### **Current Position:**

- i. Recently retired as Program Manager, Occupational and Environmental Health, Ghana Health Service / Ministry of Health (worked from 1998 -2017).
- ii. Director FZ Safety & Health Centre & Clinic
- iii. Part-time Lecturer in Occupational health – University of Ghana School of Public Health

#### **Involvement in Policy:**

I participated in the development of the following policies:

- Ghana National Public Health Act 2012,

- Occupational Health and Safety Policy for health workers, 2010,
- Health Care Waste Management Policy 2006. Reviewed in 2016-2018
- Workplace HIV/AIDS Policy for Health sector 2004
- Draft National Occupational Health and Safety policy awaiting cabinet consideration.

### **Involvement in Research / Environmental Assessments**

I have been involved in conducting studies in

- Occupational health in various sectors of the economy including the health, manufacturing, agriculture, mining as well as the medium & small-scale sector.
- Environmental health including climate change and health, links between air pollutants and respiratory ill-health, Urban health initiative among others.

### **Singular Achievement:**

I was instrumental in the establishment of the Ghana National Poison Information centre (and headed it from 2003-2017), the first one south of the Sahara (outside South Africa). It is an important resource centre for clinicians and the general public, offering opportunities for prevention and management of poisoning from environmental toxins and related risk factors.

### **Co-author:**

4 books & over 20 peer reviewed journal articles

### **Membership of Associations**

- Honorary Member, International Commission on Occupational Health (ICOH)
- Vice President, International Association of Impact Assessment (IAIA), Ghana Chapter

### **Board Membership:**

- Out-going Chairman, National Employee Health and Well-Being Programme (NEHAWP)
- Ghana EPA, Out-going Board member
- Out-going Chair of Pesticide Technical Committee, a Committee of the EPA Board
- Out-going Chairman, Africa Partners, Ghana



**Joe Leutzinger, Founder and Principal, Health Improvement Solutions - 2019 Global Healthy Workplace Awards Judge**

With over 30 years of experience in the field, Dr. Leutzinger has served as Director of Health Promotion at Union Pacific Railroad. In October 2003, Dr. Leutzinger became the President of the Academy for Health and Productivity Management, the teaching division of the Institute for Health and Productivity Management, and began independent consulting. In January 2005

he founded Health Improvement Solutions. The focus of this organization is to develop strategic and evaluation plans, as well as integrate human capital related functions for organizations.

Additionally, Dr. Leutzinger conducts comprehensive program evaluation projects, and has a special emphasis in shaping and sustaining cultures at work, home and in the community to support positive health practices. Dr. Leutzinger has written numerous articles and chapters on worksite health improvement topics, and has given hundreds of lectures and presentations on worksite health & productivity related issues in the U.S. and abroad. He is the co-author of the Book Why and How People Change Health Behaviors, co-editor of The Platinum Book: Practical Applications of the Health & Productivity Management Model and co-author of Dealing with Life Challenges: Fatigue Management, Stress and Mental Health.

He also serves on the board for the C. Everett Koop Health Project Awards, and as North American Judge for the Global Centre for Healthy Workplaces.



**Dr Tracy Kolbe-Alexander, Senior Lecturer (Sport and Exercise), School of Health and Wellbeing, University of Southern Queensland - 2019 Global Healthy Workplace Awards Judge**

Dr Kolbe-Alexander joined the School of Human Movement Studies in December 2013 as a Research Fellow. She completed her BA (Human Movement Studies Degree) at the University of the Western Cape (South Africa). She then moved to the University of Cape Town (UCT) where she graduated with the BSc (Med) Hons Exercise Science (Biokinetics), Masters in Public Health and PhD degrees.

Her work experience includes 8 years (1996- 2004) at the Sports Science Institute of South Africa where she worked in a variety of clinical and community-based programmes. This included managing the 'Community Health Intervention Programmes', which aimed to promote physical activity and health in previously marginalised communities.

Prior to moving to Australia in 2013, she was employed at the University of Cape Town (UCT) as a Senior Lecturer and course co-ordinator for the Biokinetics Honours and Masters degrees. While at UCT, she was also involved in advocating for physical activity initiatives in various sectors, including the government, non-governmental organisations and the private sector.





**Janice Riegen, RN, BN, PGDipHSc, MHSc (1st Class Honours)**

Janice is a Registered Nurse that is passionate about starting conversations re the importance of growing 'Healthy Workplaces'. As the World Health Organization (WHO) have identified, it is '***the right, legal and smart thing to do***'. Her Master of Health Science 'Examining Healthy Workplaces' and ongoing work is focusing on increasing the awareness of the changing drivers and the critical interfaces essential for moving forward. There needs to be increasing recognition and acceptance that health, safety, wellbeing and work are inextricably linked. 'Good Work' practices foster healthy workplaces that improve the health and wellbeing (physical and psychological) of workers and beyond, as well as impacting directly on business outcomes, society and the economy. It is essential to ensure the evidence can be translated into practice and vice versa, using a quality improvement focus. This holistic approach aligns well to one Māori perspective of health, Te Whare Tapa Whā.

Janice has worked for many years as a Clinical Nurse Specialist in Occupational Health and Safety, more recently focusing on a strategic approach through Organisational Development, as well as practicing as an independent consultant. Janice has facilitated interactive workshops and presented at numerous conferences, nationally and internationally. She is currently involved in research at the University of Auckland, looking at the influence of leadership behaviours on workplace wellbeing.



**Thea O'Connor, Senior Advisor, Workplace Wellbeing and Productivity**

Thea O'Connor is a senior advisor on workplace wellbeing and productivity, helping leaders, teams and individuals improve their workplace engagement and effectiveness through body intelligence and better health. She draws on over 25 year's experience in health promotion including in the fields of nutrition (as a dietitian), body image, sleep science and workplace health.

Based on her own research into the needs of mid-life working women, Thea created The Change – a confidential online program for working women experiencing menopause, as well as menopause training for managers. Thea is also a Naptivist, promoting the povernap as the new coffee break for the sake of our professional and personal sustainability.

At the heart of all Thea's work is the mission of rehumanising our work ethic so it is fashioned around human biological rhythms rather than around machines.



**Amie Hankel, Managing Director, Team Engagement, Global Prairie – 2019 Awards Finalist, SME Category**

Amie serves as Managing Director, Team Engagement for Global Prairie, where she leads a team of people charged with cultivating a best-in-class team culture rooted in teamwork and innovation. Central to Amie's role is the introduction of novel technologies to help foster collaboration, drive innovation, and ultimately create positive

impact for both our team and our clients.

Working across two continents and nine cities, Amie oversees our talent management operations, our professional development and performance management initiatives, our award-winning health & wellness program, our employee philanthropy program, and the Global Prairie Charitable Foundation.

Amie has spent her entire career working for organizations that are purpose-driven. Her expertise is in organizational development, improving operational efficiencies, and managing human capital functions.

Amie is a committed and passionate community volunteer, having served on the boards for the Brain Injury Association of Greater Kansas City and the KC CARE Health Center, and she has served on the Greater Kansas City Chamber of Commerce Healthy KC Committee since 2015. She attended Missouri Valley College on an athletic scholarship and was a member of the women's soccer team all four years. Amie graduated with a Bachelor of Arts degree in Non-Profit Management and Recreation Administration.



**Elizabeth Carttar, Managing Director, Client Partnership; Regional Director, Europe, Global Prairie – 2019 Awards Finalist, SME Category**

As Regional Director for Europe, Elizabeth works closely with our Berlin and Brussels-based teams, as well as US colleagues, to help our global agriculture, environmental and healthcare clients grow their businesses.

Combining her passions for purpose-driven marketing and sustainable development, Elizabeth has helped Fortune 100 clients successfully launch global initiatives and partnerships aimed at achieving food security and promoting good health and well-being. Elizabeth has led teams responsible for developing innovative, award-winning public health campaigns for a wide range of healthcare, pharmaceutical and government clients.

Elizabeth is an active volunteer with several food kitchens in Berlin, where she works to ensure that every member of her community has access to healthy, nutritious

food. She graduated summa cum laude from the University of Richmond with majors in Spanish and International Relations.



**Jasmine Smith, Director, People and Culture, Swisse Wellness – 2019 Awards Finalist, SME Category**

Jasmine Smith is a passionate People Development professional who has extensive experience in leading and developing engaged and high performing teams. Currently she is Director, People and Culture, at Swisse Wellness – an Australian founded leading global wellness brand.

Over her 20 years of working across many innovative and successful brands (Lush Handmade Cosmetics, Mecca Cosmetics, T2 Tea and Unilever), Jasmine has learnt that people are always an organisation's most powerful differentiator. Extensive responsibility for teams across sales, operations, learning and development and visual merchandising business units has given her practical experience and insights into what enables people to flourish rather than merely function.

Inspired by principles of positive psychology, neuroscience and adult learning theory, Jasmine has developed a 'whole person' approach that recognises that to truly thrive we need to be connected to our personal values and purpose, look after our physical, emotional and spiritual wellbeing and embrace our potential for growth and change.

She holds a Bachelor Degree in Behavioural Science from La Trobe University, has completed Asialink Leaders professional development program at University of Melbourne and is an accredited Human Synergistics LSI and Hermann HBDI practitioner.



**Rebecca Smith, Capability and Performance Manager, Swisse Wellness – 2019 Awards Finalist, SME Category**

Rebecca has worked with cutting edge brands, teams and leaders in various roles over the last 15 years to help them achieve professional and personal growth and positive business expansion. Always focused on the development and engagement of people and the elevation of the culture of an organization, Rebecca worked with Mecca Brands in roles including training and development, buying and store expansion, and then

developed and rolled out the Workplace Program and strategy for Smiling Mind, the mindfulness tech start up.

She started working with Swisse in late 2018 to elevate the employee experience. She is passionate about ensuring people within an organization are working in a way that helps them thrive and that they can make a positive and valuable contribution to the business and the broader community. She is committed to positive mental health in the workplace and how we can best manage our 24/7, superfast paced lives.

Rebecca started her career as a criminal barrister and then worked as a coach with the leadership development company Innovative Knowledge Development. Her legal training and ability to understand how people thrive in challenging and demanding roles enabled her to help lawyers wanting to transition into different careers and better manage their grueling schedules.

Rebecca holds a Bachelor of Law/Arts from the University of Melbourne, she is admitted to practice in the Supreme Court of Victoria, she completed the ICCP Executive Certificate in Coaching at University of Sydney and the Gallup Strengths Coach training.



**Chris Demulder, Managing Director, VitaS**  
**2019 Awards Finalist, SME Category**

Chris Demulder is a bachelor nursing and master in medical social science and hospital management.

After his studies, he was working for 2 years as a head nurse. In 1992, he became director of a home for elderly care in Tongeren. Since 2009 he is managing director of the VitaS company, headquarters in Peer, Belgium.

VitaS is an organisation focused on elderly care. With 4 sites, more than 400 residential places, short stay, renting homes with assistance and elderly daycare, VitaS has developed a wide range of

solutions for elderly people who need assistance and / or residential care.

For the employees, VitaS is continuously searching solutions to improve work-life balance.

In 2014 VitaS has participated on the campaign “Managing stress and psychosocial risks in the workplace”. Therefor they were laureate in Belgium and they were commended by the European jury.

In 2017 VitaS participated to the campaign “Healthy Workplaces for All Ages. Promoting a sustainable working life”. Because more than 50% of the employees is over 50 years old, VitaS focuses for several years on workable and sustainable work. They have worked out different actions with benefits for younger and older employees.



**Giuliano Donini, CEO, Marisol S.A., Brazil**  
**2019 Awards Finalist, Large Category**

Graduated in Architecture and Urbanism from the Pontifical Catholic University (PUC/PR) and MBA in Business Management. Specialization in Fashion Brand Management from Istituto Marangoni. Specialization in Fashion Project from Università Bocconi of Milan, Italy.

CEO of Marisol Vestuário S.A, since March 2008. 2<sup>nd</sup> Vice-President of the Board of Directors of ABIT- Brazilian Association of Textile and Clothing Industry.



Member of IDV - Institute for Retail Development. Member of the Regional Council of SESI –Social Service of Industry. Member of the Board of Directors of Qualirede - Health Plans Management. Member of the SCAR Cultural Center Council. President of the 'Jaraguá Mais Saudável' Association.



**Dr. Shriniket Mishra, Chief Medical Officer, Hero MotoCorp Limited, India**

**2019 Awards Finalist, Large Category**

- *Occupational health Physician and General Medical Practitioner having over 20 years of experience. Working with Hero MotoCorp Ltd, India since 2008 (world largest two-wheeler manufacturer) and as **Chief Medical officer of organization** since 2017.*

## ACADMIA

- **Graduate in Medicine**-Bachelor of Medicine & Bachelor of Surgery (M.B;B;S.)
- Associate Fellow in Industrial Health (A.F.I.H.) Post Graduate Certificate course in Industrial health.
- CCEBDM- Post Graduate Certificate course in Evidence based Diabetes management from Public Health Foundation of India, New Delhi
- MBA in Healthcare Management.
- *Good knowledge and experience in field of corporate health & wellness management, Preventive healthcare system, management of medical emergencies, Occupational Health Risk Assessment, Industrial Hygiene, ISO 45001 (OHSAS-18001) standards and other Occupational health management system audits.*
- *Experienced in establishment & management of Occupational health service centers, Management of occupational diseases, injuries and Trauma management, First aid & CPR trainer, Ergonomics evaluation, Disaster preparedness planning, Employee, EAP-Employee assistance program management etc.*

## SUPPORT- CERTIFICATIONS

1. Occupational health Training course done at the International Summer School "Occupational Health Crossing Borders, hosted by the Institute and outpatient clinic for Occupational, Social and Environmental Medicine of the **Center for International Health**, LMU as part of Munich International Summer University, Munich, Germany.
2. Attended International Summer school on Global Occupational & Environmental Determinants of Disease- A Multidisciplinary approach for prevention organized by School of Medicine University of Brescia, Italy.
3. NABET accredited Lead Auditors Course for integrated Environmental, Occupational Health and Safety Management Systems (EHSMS)
4. Trained in Advance cardiovascular life support (ACLS)



5. Certificate Course on preventing Global Blindness: Planning and Managing Eye Care Services conducted by London School of Hygiene & Tropical Medicine (online)
6. Done Team Physician course conducted by Asian Football Confederation sports medicine department.
7. Certificate in life style medicine from Harvard Medical School, Boston (U.S.A).
8. Training in General Psychiatry from Dept. of Psychiatry, G.B. Pant Hospital & VIMHANS, New Delhi.
9. Certificate Course in management of Cardiac emergencies done at Apollo hospital, New Delhi.
10. Received training in lifestyle medicine at workshop conducted by Harvard Medical School, Boston (U.S.A.) also trained in prescribing lifestyle medicine for weight management.
11. Attended Advance course for industrial medical officers at Central labour institute (DGFASLI), Mumbai.

#### Membership and Affiliations with Professional Bodies

1. Life Member of Indian medical association, Delhi Medical Association. -IMA / DMA
2. Life Member of IMA College of general practitioners. -IMACGP
3. Life Member of Indian association of sports medicine. -IASM
4. Life Member of Indian association of occupational health. -IAOH
5. Member of International council of occupational health (ICOH)
6. Life Member of Indian society of Trauma and Acute care –ISTAC
7. Executive Member of AEOHD (IAOH Delhi Branch)
8. Life member of WONCA-World organization of Family Doctors
9. Member of MEDICHEM-International organization for occupational health in chemical industry

#### Conferences, Seminars and Publications

- Attended ICOH 2018, triennial congress held in Dublin, Ireland from 29 April to 04 May 2018. Presented two research papers and these studies has been published in OEM-BMJ (British Medical Journal)- 24 April 2018 publication.
- Attended 20th World Health and safety congress -2014 held at Frankfurt, Germany.
- Attended ICOH 2015, triennial congress held in Seoul, Korea from 31 May to 05 June 2015. Presented research paper / study in Occupational medicine category.
- Attended several trainings, National & International Conferences, seminars organized by reputed hospitals and other medical professional bodies.
- Organized 02 conferences in Delhi on EMS-Emergency medical services as Chairman of scientific committee at AEOHD (IAOH Delhi branch)



**Dr Rajat Kumar Saha, Occupational Health Physician & Medical Officer, Hero MotoCorp Limited, India –  
2019 Awards Finalist, Large Category**

Occupational Health Physician & Medical Officer with 12 years' experience in Industrial & Occupational Health.

**Academics:**

MBBS (Bachelor of Medicine & Bachelor of Surgery)  
Post-graduate DIH (Diploma in Industrial Health) from All India Institute of Hygiene & Public Health, India.

IDip NEBOSH- International Diploma in Occupational Health & Safety through National Examination Board, Leicester, UK with distinction.

LFOM (Licentiate Faculty of Occupational Medicine) through Royal College of Physicians of Ireland.

FCGP (Fellowship in College of General Practitioners, Family Medicine) with 5th All India Rank

PGDGM (Post Graduate Diploma in Geriatric Medicine).

**Membership of professional bodies:**

IAOH- Indian Association of Occupational Health,

IMA- Indian Medical Association,

CGP- College of General Practitioners,

ICOH- International Commission on Occupational Health (Triennial member),

NEBOSH Alumnus,

Registered Licentiate in Faculty of Occupational Medicine, Ireland.

**Specialised academics/ trainings:** Lead Auditor in Occupational Health & Safety Management System as per OHSAS 18001:2007 standards through DNV- Det Norske Veritas and ISO 45001 through DNV-GL certified by IRCA.

Conducted training programmes on "Occupational Health Hazards Management in Industries" organised by National Safety Council.

"Management of Cardiac Emergencies" by Apollo Indraprastha Hospital, New Delhi,  
Trained in ATLS (Advanced Trauma Life Support) through JPN Apex Trauma Centre, AIIMS, Delhi.

Attended CIH Summer School on "Teaching Interventions crossing borders" at Munich, Germany.

Participated in International Summer School on Global Occupational & Environmental Determinants of Disease organised by University of Brescia, Italy.

**Industrial & Occupational Health experience:** Worked with GAIL (Gas Authority of India Ltd- Petrochemicals), JSW Steel (Iron & Steel), Jubilant Life Sciences Ltd (Chemical sector). Presently working at Hero MotoCorp Ltd (Automobile sector) India since year 2012.

**Scientific paper publications & Conferences:** Paper publications in 2 international peer-reviewed journals, paper presentations in IAOH National Occupational Health Annual Conferences since year 2007 & International paper presentation in ICOH meet at Seoul Korea in 2015.

**Faculty and honoured appointments:** Ex-Guest lecturer for Occupational Health for Post Diploma Course in Industrial Safety at R G Institute of Steel Technology, faculty for First Aid training & certification of employees working in hazardous industries through St John Ambulance Association (India), Judge in First Aid Trade Test Competition by Karnataka Mines Safety Association, Occupational Health lecturer at 38th National Safety Day celebration organised by BRISC.

**Expertise & brief current job profile:** Occupational Health, Industrial health, Occupational Medicine, Occupational Health & Safety Management System, Health & Wellness, Medical Care, Medical Emergency Response, Toxicology, Ergonomics, First aid & CPR.



**Dr R Rajesh, Chief Medical Officer, Reliance Industries Limited – 2019 Awards Finalist, Large Category**

Dr R Rajesh is Group Chief Medical Officer (Group CMO), Reliance Industries Limited. He is MD in Public Health with over 30 years of experience. Dr Rajesh has been working with Reliance since 1996. He has been invited as a speaker at International and National conferences and Reliance Industries Limited has won several recognitions and awards at International and

National level

**Education Qualification** : MD (Public Health) South Gujarat University, Surat-1992.

: DPPH – Apollo hospitals Hyderabad.

**Positions held** : Group Chief Medical Officer, Reliance Industries Ltd.  
: Immediate Past President-Indian Association of Occupational Health (IAOH)  
: Represented ICOH (International Commission on Occupational Health) as National Secretary from India since 2012-2018

**Recognition** - Reliance Industries Ltd has been globally certified as a 'Healthy Workplace' for the period of 2017-2019 by Global Centre for Healthy Workplaces, Tucson, USA  
- Reliance Industries Limited has won the 2016 Platinum Healthy Workplace award of the Arogya World India Trust in collaboration with Public Health Foundation of India.'  
- Reliance Industries Limited has won the special mention award in innovation category of Duty of Care awards 2017 by International SOS foundation  
- Received two times ICOH Service Award at ICOH 2015 for the best results reached in membership recruitment during the 2012-2015 & 2015-2018 triennium, and for support and contribution as ICOH National Secretary for India  
- Reliance Industries Limited has won a Runner up award at the SHRM HR AWARDS 2013 – in the

‘Organizational Awards’ category for ‘Employer with Best Employee Health and Wellness Initiatives’

- Received CKR Oration for the year-2011-12
- Received OHSF – Mumbai Branch oration for the year-2009
- Received Best Resource of the year Award- 2010
- Present of IAOH branch Jamnagar, Won best branch award in 2008
- President Rotary club Silvassa-2003-2004
- Won best branch and best president award district-3060
- Awarded four avenues of service citation from Rotary International
- : National and International Conferences

**Invited as a speaker**



**Dr Nasib Jha, Vice-President & Chief Medical Officer, Reliance Industries Limited – 2019 Awards Finalist, Large Category**

**Qualifications:**

MBBS, PGDIH, AFIH, PGDMCH, PGDHM, PGDGM, FCGP, MBA

**Memberships in Associations & Executive Positions Held:**

- IAOH (Indian Occupational Occupational Health)
- Life member IMA (Indian Medical Association)
- Life member ICOH (International commission Occupational Health)
- Life member Vice-President AOH Jamnagar Branch

**Recognitions/Achievements:**

- Gold medal in FCGP(Fellowship College of General practitioner), IMA-CGP, New Delhi.
- ISOs 9001:2008 (quality management), 14001:2004 (environment) & 18001:2007 (OHSAS) qualified as a internal auditor.
- Qualified and trained Basic Life Support(BLS), Advance Cardiac Life Support(ACLS), Advance Trauma Life Support(ATLS).
- NABH, NABL&JCI(Joint Commission International)international practicum course trained, internal assessor.
- Qualified train the trainer - March 2015

**The 7<sup>th</sup> Global Healthy Workplace Awards and Summit  
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**30th October – 1st November 2019**  
**Monash University, Clayton Campus, Melbourne, Australia**  
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