



# 10<sup>th</sup> Global Healthy Workplace Awards & Summit

8 – 9 November 2022





## GCHW Welcome

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We are delighted to welcome you to the 10th Global Healthy Workplace Summit. The past couple of years has seen employee wellbeing rise to the top of the priorities for CEOs and business leaders – the linkage between health and performance is now indisputable. The 10th Global Healthy Workplace Summit will examine how the very best employers are addressing the future – what strategic models they are putting in place, and how they are building internal consensus when addressing the most pressing problems, especially in the domain of mental health.

We invite you to join us in both exploring what the best are doing and sharing what it means for you and your organisation. The highlight of the summit will be the Global Awards Finalist presentations where participants will observe exceptional best practice. This is a great opportunity to gain insights and learn from the world's best workplace health programmes. The 2022 Finalists for the prestigious Awards are: [CGI](#) (Canada), [EDP](#) (Portugal), [Godrej Industries](#) (India), [National University of Singapore](#) (Singapore), [APHRC](#) (Kenya), and [Tradedoubler](#) (Poland).

We hope you will agree that this is a unique opportunity to hear how the best are delivering workplace health excellence.

**Global Centre for Healthy Workplaces**





# Agenda

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**8 November – DAY 1**

start times are set at Greenwich Mean Time (GMT) / London

**3:00 pm – Welcome to the Global Summit**

Followed by an interactive session on Health Promotion in a Challenging World - How can we step up to leadership?

Hosted by the **International Association for Worksite Health Promotion (IAWHP)** and led by Ewa Stelmasiak, WellCulture Institute (Poland) and Phil Smeltzer, HealthyBodyPlans (USA).

**4:00 – 4:10 pm – Break**

**4:10 – 5:20 pm – Leading for Better Mental Wellbeing:** From Strategy to Leadership Practices with:

- Anna Borg, Head of Psychosocial Health and Wellbeing, Siemens
- Radek Matuszewski, General Manager, Groupe SEB Poland & Baltic countries
- Greg Casson, Global Strategic Development Manager, Optum

*This session is part of the global best practices in mental wellbeing series and sponsored by Optum.*

**Optum**

**5:20 – 5:30 pm – Global Awards finalists sneak peek**



# Agenda

04

**9 November – DAY 2**

start times are set at Greenwich Mean Time (GMT) / London

## **3:00 pm – Welcome & Overview**

+ Recognition of Certified Healthy Workplace: SP Group

## **Global Healthy Workplace Awards Finalist Presentations**

### **3:05 – 4:05 pm – Large enterprises**

- Godrej Industries (India)
- NUS (Singapore)

### **4:05 – 4:10 pm – Break**

### **4:10 – 5:10 pm – Small and medium-sized enterprises (SMEs)**

- APHRC (Kenya)
- Tradedoubler (Poland)

### **5:10 – 6:10 pm – Multinational enterprises**

- CGI (Canada)
- EDP (Portugal)

### **6:10 – 6:15 pm – Break**

### **6:15 – 6:20 pm – Global Awards 2022 Winners Announcement**

LSE – SME – MNE





# Speakers

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**Greg Casson**  
Optum



**Anna Borg**  
Siemens



**Radek Matuszewski**  
Groupe SEB



**Ewa Stelmasiak**  
WellCulture



**Phil Smeltzer**  
HealthyBodyPlans

# Multinational Employer Awards Finalists

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## CGI, Canada



To make its health and well-being vision a reality, CGI has its own Centre of Expertise branded as Oxygen, backed by a global multidisciplinary team specialized in workplace health and well-being. CGI embeds health and well-being best practices into all processes, environment, and initiatives by providing resources that cover the members' (employees') needs and strengthen the connection between members and leaders to help create a healthy and safe work environment. As part of its commitment, Oxygen also acts as the organization's health and well-being consultants by recommending the right investments for a comprehensive range of global and local resources, initiatives and programs to support members' mental, physical, social and financial well-being, through an integrated and holistic approach.

Designed to support and enhance 84,000 members' and leaders' health and well-being experience wherever they are, the offering includes a comprehensive Member Assistance Program, a digital platform called the Oxygen Portal, online learning channels on specific health & well-being topics, monthly educational newsletters and articles, an internal Mental Health Champions network, and a number of global, regional, and local initiatives covering every aspect of the health continuum, from prevention and education to risk identification and intervention. Lastly, Oxygen also educates and accompanies CGI leaders to help them detect and manage early warning signs of physical and mental health challenges and to develop management practices fostering health & well-being.

## EDP, Portugal



In 2021 EDP defined a global well-being strategy with the sponsorship of the CEO, with a clear vision to promote a healthy, energized and prosperous work environment, fostered by a human-centered experience that enables everyone to perform at their best. Through this strategy, five strategic goals have been set:

- 1) To promote an overall well-being experience through a holistic approach, clear responsibilities and a well-being ecosystem
- 2) Lead by example, generating business results through empathetic, authentic and conscious leadership of the well-being of its people
- 3) Focus on and promotion of physical and mental well-being as the key to a healthy and productive workplace (post pandemic)
- 4) Ensure a useful, balanced and easily accessible well-being service, tailored to the needs of our people in the 5 pillars of wellbeing
- 5) Communicate a vivid and engaging story, aligned with the business, brand and people narrative.

Considering all personal and professional challenges, this strategy is based on a holistic approach and grounded in 5 key dimensions of well-being:

- Physical where topics such as nutrition and physical exercise are included;
- Social where the volunteer program stands out;
- Professional working on topics such as recognition and feedback
- Financial regarding financial literacy and financial support
- Emotional psychological support and awareness campaigns to break the stigma associated with mental health.

# Large Employer Awards Finalists

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## Godrej Industries, India



Godrej Industries Limited is a people first company. Leadership, workers, and managers collaborate to use continual improvement process to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace and environment.

A safe work equipment and environment is provided with the use of technology and training to decrease accidents, incidents and identify near misses. A comprehensive mental awareness program is offered to maintain work life balance.

Leadership reaches out to the staff through app-based small group meetings, physical visits every quarter, virtual cafés, and recurrent mailers. Employees can enjoy a healthy multi cuisine in subsidized cafeterias as well as gymnasiums, rest and relaxation rooms, silent rooms, and wellness sessions. Well equipped, state-of-the-art health center with primary treatment facilities.

Onsite Covid -19 vaccination and health checkups are provided. Unique features of the program include India's first online platelet donor community, hygiene program with the Indian Railways, trust based and unlimited sick leave, care giver policy and medical benefits policy including parents in laws, in house developed health risk assessment with measurable outcomes and healthy programs which are relevant, agile, disease-focused and customized as per the need of employee.

## National University of Singapore, Singapore



NUS believes that the responsibility to care for the health and wellbeing of our staff is not simply a HR function but one of the entire organisation. Therefore, a key strategic move was made by leadership to create dedicated wellbeing units to synchronise university wide health promotion approaches and create accountability for different NUS stakeholders (i.e. HR, Risk and Safety, Health and Wellbeing units, Senior Leadership etc.). Two key units are tasked with this responsibility:

- 1) University Health Centre to look after general employee health
- 2) Health and Wellbeing Unit to look after employee mental health & wellbeing

The Health and Wellbeing team developed the WellNUS<sup>®</sup> Mental Health framework, a holistic mental health and wellbeing framework that systematically maps out the different parts of a person's wellbeing journey and identifies the relevant initiatives and key stakeholders to provide support. The framework covers both preventive upstream services and downstream operational services, thereby supporting employees every step of the way; from well states, to states that may benefit from intervention and support and to recovery and back-to-work transition stages. The comprehensive range of programmes and services offered under these wellbeing frameworks are frequently communicated to existing and prospective employees as a strategy to attract, engage and retain them.

# SME Employer Awards Finalist

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## APHRC, Kenya

APHRC's Healthy Workplace program is embedded in every aspect of the APHRC way of life as demonstrated by the policies, systems, structures, initiatives and programs that have been put in place over the years. Wellness is a core element of the organizational culture, which places emphasis on work-life balance and attention to physical and mental health to ensure work practices that sustain a healthy workforce. Numerous wellness initiatives and programs have been rolled out over the years and these are subject to continuous improvement to address the dynamic nature of wellness challenges and the needs of employees. The Healthy Workplace program is adapted to emerging wellness trends and practices through benchmarking exercises and by soliciting input from staff and other stakeholders. For instance, a keen interest in addressing mental health challenges has been taken during the COVID-19 pandemic.

APHRC also provides annual training to fire marshals and first aiders and the staff population undergoes fire sensitization training annually. A unique aspect of the program is the innovative approach of delivering initiatives virtually. Staff receive the wellness offerings from the comfort of their homes or in different locations. Offering these programs virtually has boosted uptake significantly.



## Tradedoubler, Poland

The Tradedoubler program is titled "Less is More" program – work-life fit program. Tradedoubler strongly believes that the most important benefit for employees is time. The program was introduced a year before the pandemic, the first in Eastern Europe to implement:

- a 6-hour working day
- full opportunity for remote working (hybrid work)
- increased holiday leave
- the opportunity to take a sabbatical paid at 60%.

The entire program (the program is being developed all the time) is based on an "evidence-based" model and without any reduction of employee benefits and without any reduction of remuneration.



# Awards Judges



**Evelyn Kortum**

International Health & Safety Expert  
Switzerland, Europe



**Edith Essie Clarke, MD.. MA HMPP,  
M.Ed. Sci Occupational Health**  
FZ Safety & Health Centre, Ghana,  
Africa



**Alberto Jose Niituma Ogata, MD MBA**

ABQV  
Brazil, South America



**Dr Tracy Kolbe-Alexander, School of  
Health and Wellbeing**  
University of Southern Queensland  
Australia, Asia-Pacific



**Joseph A. Leutzinger, PhD**

Headversity  
USA, North America



## Sponsors & Partners

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Optum





SP Group's Workplace Health Programme gained its first accolade by winning the highest level of Platinum Award in the Singapore Health Award 2014. SP Group is committed to the health and well-being of its employees and this commitment is reflected in the Safety & Health policy statement, which is endorsed by the Group CEO and Board Chairman. The workforce, at various levels, has a significant involvement in designing and implementing the various health and well-being programs through the Workplace Health Program committee and ReCharge committee. Both committees are represented by members from both management and non-management employees from various departments in SP Group.

The union, which is formed by employee representatives, is regularly engaged to strengthen partnership and drive for workers' involvement. The Workplace Health Program is fully integrated into SP Group's Safety & Health strategy and the Management Safety Committee provides guidance on the development and implementation of Workplace Health Programme.

SP Group enhanced its Workplace Health program in 2020 after benchmarking and aligning with ISO 45001 and WHO model. A new framework was developed to guide the implementation of the Workplace Health Program, including the creation of a Workplace Health mascot, Will the blue green Macaw, and a tag line "Live Well". SP Group's office is designed for recreation and active lifestyle where workstations are ergonomically designed in an open concept. In-house sports and recreation facilities are provided to encourage active lifestyle and the company is actively involved in CSR activities through the Heart worker committee.



# Useful Information

**Location:** Virtual/Online

**Access:** Zoom video link sent via email along with this welcome pack

**Calendar:** Add dates and start times to your personal/work calendars

**Email:** Add [info@globalhealthyworkplace.org](mailto:info@globalhealthyworkplace.org) to your address book to avoid our emails being misplaced into your spam folder

## Video Meeting Etiquette

- Please do not share video link and password. A waiting room will be set up and those not registered will not be admitted
- Please use your full name and company name when signing in. You will be muted upon entry. Please do not unmute yourself unless you are selected to speak
- Ensure that you have a clean, work-appropriate background
- It is best to download [Zoom Client for Meetings](#) prior to the event and make sure your device meets the [system requirements for Zoom](#). You can learn more about joining a Zoom meeting, [here](#)

Whether you are a speaker or attendee, [How-to Geek](#) and [go skills](#) have some great tips on using video whether you are at home or in the office.

## Contacts

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**We look forward to  
seeing you again soon!**

**GCHW**

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@GCHWorkplaces

#GoodHealthGoodBusiness  
#GHW Awards #WorkplaceHealth