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## Engaging people – enhancing performance: Wellbeing and engagement for challenging times

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*Leeds Business School,  
The University of Leeds, 9th September 2011*

### **Workshop Sessions**

**Delegates will be able to choose two workshop sessions to attend from the following:**

#### ***1. The crucial factor? The role Leadership and Management in staff wellbeing and engagement.***

The central role of leadership and management in ensuring and enhancing the wellbeing and engagement of staff is an issue that has repeatedly been emphasised throughout the project.

This session will look at this crucial role, how to support and develop leaders and managers and the key challenges for leaders in addressing staff wellbeing and engagement.

#### **Key topics addressed:**

- The role of the leader in staff wellbeing and engagement
- Supporting and developing leaders and managers
- Challenges around leadership in an academic environment

#### **Presenters**

Emma Donaldson-Feilder, Director, Affinity Health at Work

Julie Dickson, Head of Organisational Development, Heriot Watt University

#### ***2. Managing stress and building resilience in challenging times***

The concept of building resilience is gaining currency within the sector, especially in the context of reduced funding, threats to job security and increasing workloads. Is this a move away from stress management? How can institutions build resilience and limit negative pressure in the workplace?

#### **Key topics addressed:**

- Keeping pressure positive
- Stress risk assessment
- HSE standards
- Building resilience



- Managing/reducing stress

### **Presenters**

Gordon Tinline, Director, Robertson Cooper Ltd  
Gordon Robertson, Organisational Development, University of Aberdeen

## ***3. The challenge of engagement***

"59% of engaged employees said that their job brings out the most creative ideas against only 3% of disengaged employees" (Gallup, 2008).

Studies have shown that an engaged workforce is more motivated, creative and productive. In challenging times where staff are affected by uncertainty over roles, institutional direction and job security, how can you create an engaged workforce and what are the benefits? How are our current practices affecting the engagement and psychological contract with our staff?

### **Key topics addressed:**

- Staff engagement – why is it important, especially in challenging times
- Engaging staff with strategy, leadership visibility and approachability
- Challenges of creating engagement with different staff groups
- The challenges of engaging academic staff
- Organisational values and the Psychological contract

### **Presenters**

David Harrison, Assistant Director of HR - Workplace Wellbeing, University of Birmingham  
Sara Corcoran, Head of Organisational Development, Queen Mary, University of London

## ***4. Measuring the un-measurable? Evaluation strategies and the business case***

Showing the impact of wellbeing and engagement on performance and organisational outcomes will give the strongest motivation for institutions to drive this agenda forwards. However, the impact of such schemes is often difficult to measure and to separate from other causal factors. How can we start to evaluate interventions and what are the key considerations? What do we already know about the business case which can be put to use within the sector?

### **Key topics addressed:**

- How do you go about evaluating an intervention?
- What are the key considerations?



- Common problems/barriers
- The balanced scorecard approach
- Wellbeing and performance mapping strand
- The Business case for staff wellbeing and engagement

**Presenters**

Nick Hayter, Business Psychologist, Robertson Cooper Ltd

***5. Health, Work and Well-being: Where are we now, what are the future possibilities?***

This special session run by Health, Work and Wellbeing, Department for Work and Pensions will look include an overview of work so far (2005-2011), information on the Public Health Responsibility Deal - what is it and how to get involved, and a look at what lies ahead for future possibilities.

Delegates will be encouraged to participate in discussions about the current situation and the shape of future work on the agenda in the future.

**Presenters**

Dame Carol Black, National Director for Health and Work

Tabitha Brufal, Deputy Director, Tobacco and Health Improvement Policy, Department of Health.

Deborah Jamieson, Cross Government Head of Health, Work and Wellbeing Strategy Unit