Resilience in the Workplace
Enabling your employees to cope under pressure

Harbour Commissioner’s Office
Corporation Square, Belfast
21 November 2012
2.00pm - 4.00pm

This Seminar is sponsored by The Tughan Trust

The Tughan Trust was established in memory of a founder of AMH Action Mental Health, Fredrick Charles Tughan, CBE. Mr Tughan was a remarkable man, a businessman, a civic representative and an individual who used his entrepreneurial skills to develop services for people with mental ill health. In the early 1960’s, Fred Tughan learned of an organisation in Bristol which provided therapy, care and training to people with mental ill health. He took this idea, refined it, enhanced it, and founded the Industrial Therapy Organisation (ITO), now Action Mental Health. Mr Tughan was the Life President until his death in January 1999.

For more information and contact details:

www.amh.org.uk

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Resilience in the Workplace

Mental health is the most important aspect to a person’s physical and emotional wellbeing. Without good mental health and the tools and skills to maintain it, the pressures of everyday life will take their toll on even the strongest person.

Stress and depression are at the highest levels they have ever been, and this is causing huge problems both to people and organisations. Last year alone mental health cost the Northern Ireland Economy £790 million. Mental health problems cost the NHS £3 billion in total, which was more than any other illness. Mental health problems are also one of the largest contributing factors to long term absenteeism and long term presenteeism. These are numbers not to be laughed at.

Whichever way you look at it, the economy is immersed in a difficult time. Many organisations are facing uncertainty, job cuts and a period of great change, and against this background, keeping people engaged and performing well, can seem like an uphill battle.

Resilience is the ability to cope with extreme stress-provoking events without experiencing any personal stress signs or symptoms. Resilience is not fixed in individuals. While we have a natural predisposition to draw on different areas of our personality for resilience, it is also something that can be developed. In turn, the links between resilience, morale and engagement mean that developing resilience gives us a way of realising the individual and organisational benefits that high levels of morale can achieve.

Corporate resilience is essential for businesses and services to survive and grow. To strengthen corporate resilience requires strengthening the resilience of the workforce, together with ensuring the cultural environment for the workforce clearly links the wellbeing of individuals to their performance and the performance of the organisation as a whole.

Conference Chair

Mark Sidebottom has been a journalist with the BBC for the past 15 years. Married to Ciara he has three sons, Dara, James and Tomas. His father Bob is from Yorkshire and mother Eilish is from Glenariffe. He grew up in the glens of Antrim ‘its the most magical and mystical place in the world’. His favourite city is Copenhagen – his favourite musician is Tom Waits – his favourite artist is Egon Schiele – his favourite novel is Milan Kundera’s The Unbearable Lightness of Being. His last meal would be the farewell chip buttie.

Keynote Speaker

Professor Derek Mowbray, BA., MSc., MSci(Econ)., PhD., DipPsych., CPsychol., CSci., APBPsS., FIHM, is a Chartered Psychologist and Chartered Scientist, with a doctorate in the psychology of leadership. Dr. Mowbray is a visiting Professor at Northumbria University. He specialises in the primary prevention of psychological distress at work, with a focus on promoting wellbeing and performance. He has written a Guide for Personal Resilience (published 2012) and is working on Managing your own stress at work, due for publication in 2012.

Special Guest Speaker

Dr Stephen Farry is the Minister for Employment and Learning. A member of the Alliance Party, he is an MLA in North Down.

Visiting Guest Speaker

Jonny Gifford joined the CIPD in London as Research Adviser in 2012. He has spent 8 years researching employment policy and HR issues, most recently as Principal Researcher at Roffey Park Institute and prior to that as Research Fellow at the Institute for Employment Studies (IES). His research covers a number of aspects of employment relations, people management and organisational development, Jonny has an MA in Social Research and Comparative Labour Studies from Warwick University and a BA in Social Anthropology from Sussex University.

Laughter Yoga

Is a combination of Laughter Exercises with Yogic Breathing (pranayama), so that you increase the amount of oxygen in your body whilst being playful resulting in you feeling more healthy, energised and alive. This actually changes the physiology of your body so that you start to feel happier.

AMH Works

AMH Works has been set up by AMH, with a view to helping people and organisations in these challenging times. Through our courses in Mental Health Awareness, Stress Management, Personal Resilience and Mindful Manager we can give employees the skills to learn how to deal with the stresses of modern life both in work and at home and through these programmes they will be better equipped to be the best that they can be.