

# The Reality of Workplace Stress

A half-day conference  
sponsored by Western Provident Association

Thursday, 22nd October 2009, 9.15 am – 1.30 pm

**Location: Sandy Park Conference Centre, Exeter EX2 7NN.**

**Cost: £40.00.**

This half-day conference will explore some of the factors that can affect stress in organisations. In the first session, there will be short presentations on the legal, health & safety and leadership aspects of workplace stress. After a short break, the programme will focus on the importance of teams in the prevention of workplace stress. The morning will be followed by networking over a buffet lunch.

## ABOUT THE SESSIONS AND SPEAKERS

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### How to guard against stress claims

**Mark Fowles**

Employers face a high risk of litigation if an employee is signed off with stress and the matter is not resolved quickly. This session will look at various preventative measures that an employer can take.

*Mark Fowles is a Senior Partner and Head of the Insurance Department at Veitch Penny Solicitors. He has been acknowledged in the Legal 500 as "a nationally recognised expert in the field of work-related stress and a fantastic supporter of public sector risk management". Mark is a trained mediator and well known for his contribution to journals and Radio 4's Law in Action.*

### HSE and Organisational climate audit tool

**Katie Porkess**

The Management of Health & Safety at Work Regulations, 1999, requires all businesses and organisations to carry out a risk assessment on the health and safety of employees. This includes the assessment of stress. The Health and Safety Executive (HSE) has developed a set of stress management standards. An organisational climate audit tool that meets these requirements and builds on them will be demonstrated.

*The work of Katie Porkess (MSc, MBA, MISMA) focuses on the prevention of stress in organisations. She has facilitated organisations in the private, the public and the not-for-profit sectors to develop and implement stress management strategies. Katie holds professional qualifications in the Management of Stress in organisations, and is the chair for the West Region of the International Stress Management Association.*

### Senior management stress - causes and consequences

**Vivienne Carnit**

Stress negatively impacts an organisation's bottom line wherever in the structure it occurs. However, when stress is evident at the senior management level, its consequences can be particularly wide-ranging. This session will look at the typical causes of stress at work – from the systemic pressures endemic within the organisation to the personal factors brought by the individual – and at how to resolve them.

*Vivienne Carnit, director of Red Earth Consultancy, founded the business to bring together her 20 years of experience in the corporate sector in the UK, US and Europe with her subsequent experience as a coach, counsellor and mediator, to help organisations resolve the business-critical 'people problems' that can arise from time to time. Her particular interest is in resolving difficult relationships at the senior level.*

## Stress, the group and the individual

**Katie Porkess**

Stress is often seen as a personal phenomenon, but research shows that teams and other work colleagues can influence our perception of stress. This session will discuss this group aspect of stress management and show, at the same time, the important role that individuals can play in managing stress.

## The 5 secrets of preventing stress in the workplace

**Mike Borkowski**

There is absolutely no doubt amongst good employers about the link between stress and performance. In this session we take a look at some of the REAL causes of stress and share some HR best practice from globally recognised brands. A thought-provoking and challenging presentation.

*Mike Borkowski, director of Original Group, spent many years in industry holding a variety of senior, commercial and operational roles and talks expertly from the employer's view point. Mike has led several business and employer organisations, participated in numerous stakeholder consultations and has experience as a non-executive Director in the public and private sector.*

For more information about the day please contact Robert Guest, *Key Account Manager, Western Provident Association*

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E-mail: [Robert.guest@wpa.org.uk](mailto:Robert.guest@wpa.org.uk)

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### Registration Form

## The Reality of Workplace Stress

Please complete the following and return as soon as possible.

Name:

Company Name:

E-mail:

Daytime phone no:

Please tick below as appropriate.

I would like to reserve ( ) tickets @ £40.00 each for the above event and enclose a cheque, payable to Robert Guest for the amount of £ . Alternatively payment can be made by BACS.

( ) I would like a receipt (available on the day)

( ) I would like a Certificate of Attendance

( ) I would like directions to the venue

Please let us know of any dietary requirements.

**Please note that any payments made may not be refunded unless at least one week's full notice in writing is given prior to the event.**

**Please return to:-**

**Robert Guest WPA, c/o Simply Assisting You, Unit 61, Exeter Business Centre, 39 Marsh Green Road West, Marsh Barton, Exeter EX2 8PN.**