



## Programme

### **WINDSOR DEBATES**

**Strengthening the workforce in the Thames Valley:  
Mental health, diversity and inclusion in the workplace**

27th - 28th September 2019  
Vicars' Hall, Windsor Castle, Windsor



## The Windsor Debates

As the Chamber's flagship event, Windsor Debates formulates clear and decisive messages that help shape and frame the strategic policy direction and wider programme activity. Topical subjects provide opportunity for thought-provoking, insightful discussion to ensure we continue in our role as the leading voice in presenting the business case for the Thames Valley into Government, senior officials and key stakeholders representing the region.

We apply the spirit of Chatham House rules to foster a great and, we trust, lively debate. Comments, views and ideas will not be attributed to any individual or organisation.

## Competitive Thames Valley: Strengthening the Workforce in the Thames Valley

At a time of unprecedented political uncertainty, there is a strong need to ensure that the region remains the UK's true turbo economy. Strengthening the existing workforce whilst identifying and attracting new talent, is paramount to future success.

Today's Debate explores the benefits of promoting diversity, inclusion and good mental health in the workplace. Industry speakers will examine international developments, sharing real life examples of how strategies have been implemented and their impact.

The Independent Review of Mental Health and Employers - Thriving at work: The Stevenson / Farmer review commissioned by former Prime Minister Theresa May, found that approximately 15% of employees have symptoms of an existing mental health condition, with the annual cost to employers between £33 and £42 billion.

Furthermore, a McKinsey study on diversity revealed that workplaces which are more gender diverse outperform those which aren't by 15%, and those that embrace ethnic diversity outperform homogenous workforces by 35%\*.

We welcome and thank you for your active participation and contributions at today's Windsor Debate.

\*Hunt et al, 2015

# AGENDA

## Friday 27th September - Day itinerary

09:30 - Arrival and registration, Vicars' Hall

10:00 10:00 Welcome and introduction

- 10:10

**Paul Britton**

CEO, Thames Valley Chamber of Commerce Group

**Gary McKeone**

Programme Director, St George's House

Session 1: Setting the scene - Mental health, diversity and inclusion in the workplace

10:10 - 10:45

**Iain Anderson**

Executive Chairman, Cicero Group

Chair, Windsor Debates

**Clare Lyons-Collins**

Project Director, MH Innovation and Improvement, NHS

Session 2: Mental health in the workplace - UK overview

10:45 - 11:45

**Elizabeth Hampson**

Director - Health and Life Sciences Strategy, Deloitte Consulting

**Ushma Soneji**

Investment Manager, Deloitte Ventures  
(Co-Presenter)

**Sam Fuller**

CEO, The Wellbeing Project



# AGENDA

## Friday 27th September - Day itinerary

### Session 3: Panel session - Mental health in the workplace - business perspective

11:45 - 12:45

**Sarah Restall**

Director of the InsideOut Charter, InsideOut

**Karl Simons**

Chief Health, Safety & Security Officer, Thames Water

**Kevin Clarke**

Customer Success Manager (& Culture Champion),  
Intelix Technologies ULC

12:45 - 13:30

Lunch, Vicars' Hall

### Session 4: Diversity and inclusion - strengthening the workforce

13:30 - 14:50

**Stephen Frost**

CEO, Frost Included

**Mike Spain**

CEO and Founder, NeuroCyber

**Vincent François**

Regional Chief Audit Executive, Société Générale

# AGENDA

## Friday 27th September - Day itinerary

14:50 - 15:10

Coffee, Vicars' Hall

Session 5: Panel session - Diversity and inclusion - business perspective

15:10 - 16:15

**Hugh Milward**

Senior Director, Corporate, External and Legal Affairs, Microsoft Ltd

**Laura Menzler**

Senior HR Business Partner, Skanska UK Plc

**Claire Harvey**

Founder, Anatta Ltd

16:15 - 16:30

Closing Remarks

**Iain Anderson**

**Paul Britton**

16:30

Close day session



# AGENDA

## Friday 27th - 28th September - Evening itinerary

### Friday 27th September - Evening Itinerary

17:0	Evensong in St George's Chapel
0	Champagne reception in The Dean's Cloister
18:0	Dinner and discussion with the Rt Hon Theresa May, MP
0	Tour of St George's Chapel
19:0	Informal nightcap with Paul Britton
0	

### Saturday 28th September - Optional Overnight Stay

21:3	
08:00	- Morning service (optional) in St George's Chapel
22:1	
08:30	08:00 Breakfast in St George's House
5	
-	09:00 Depart
09:30	

# SPEAKER BIOGRAPHIES

Friday 27th September



**Iain Anderson**

Executive Chairman - **Cicero Group**

Iain is an expert in integrated communications, global political risk and public policy with over 25 years' experience in communications, initially as a business journalist and then as a founding shareholder at Incisive Media. He has worked for a range of politicians, including Rt Hon Kenneth Clarke MP on his leadership bids.

Iain is co-founder and Executive Chairman at Cicero Group and focuses on public policy and corporate communications strategy supporting many global FTSE and Fortune 500 blue chip organisations.

He is a Non-Executive Director of Innovate Finance and one of the Financial Times/OUTstanding Global 100 Executives. Iain is immensely proud to be a Stonewall Ambassador.



**Paul Britton**

CEO - **Thames Valley Chamber of Commerce**

Paul is a Brunel graduate in Business Management with over 20 years' experience in economic development, place marketing and business representation.

Prior to joining the Chamber, he spent eight years with Thames Valley Economic Partnership (TVEP) managing inward investment for the region. He was appointed Chief Executive of Thames Valley Chamber Group in October 2015 and spearheads an exciting period of investment and transformation at the Chamber.

Paul is an active member of St Georges' House Society of Leadership Fellows, sits on the Thames Valley Berkshire LEP Forum and volunteers on the Thames Valley Byte Night Board in support of the charity Action for Children.



# SPEAKER BIOGRAPHIES

Friday 27th September



## **Clare Lyons-Collins**

Project Director, MH Innovation and Improvement - NHS

Clare has worked in healthcare for 26 years and trained as an Occupational Therapist specialising in Stroke and Head Injury and latterly in mental health. She led the development of the NHS national mental health improvement model, Valued care in mental health: Improving for excellence, co-produced with mental health trusts across England.

She holds an MBA from Henley Business School, where she specialised in reducing the incidence of leadership failure in the NHS through ethical and responsible leadership. She is passionate about improvements in positive employee mental health. She speaks nationally and internationally about mental health, most notably on global mental health to the United Nations in Helsinki, Finland.



## **Elizabeth Hampson**

Director - Health and Life Sciences Strategy -  
**Deloitte Consulting**

Elizabeth leads advisory projects on health policy and patient access to innovation. For over a decade she has worked at a senior level with clients across the whole health ecosystem and has extensive experience advising on health policy from working with central government, charities and industry across Europe.

She is an advocate for improving mental health in the workplace and supported Mind in the development of the Workplace Wellbeing Index, published “Workplace mental health and wellbeing: At a tipping point?” and led the business case for employer investment that underpinned the “Stevenson-Farmer / Thriving at work review”. She also has an internal leadership role on Wellbeing within Deloitte.

# SPEAKER BIOGRAPHIES

Friday 27th September



**Sam Fuller**

CEO - The Wellbeing Project

Founder of The Wellbeing Project in 2007, Sam is a highly experienced resilience and stress management consultant, a certified trainer with the Chartered Institute of Personnel and Development, accredited by the International Stress Management Association and the Royal Society of Public Health, and a certified NLP, neuroscience practitioner and clinical nutritionist.

With 12 years' experience supporting clients, she appreciates the challenges of wellbeing projects. As individuals are encouraged to be courageous and speak up about their mental health it has been Sam's ambition to create a business that would make a real social impact, responding perfectly to individual, team and organisational needs and resulting in tangible business benefits.



**Sarah Restall**

Director of the InsideOut Charter - **InsideOut LeaderBoard**

Sarah works with InsideOut, specialising in supporting mental health in the workplace with a focus on eliminating stigma associated with mental health problems. InsideOut aims to work with organisations to take the lead in social change through speaking openly about mental health and engaging leadership action.

With a wealth of experience gained working for Mind on the Time to Change Employers Team, her background includes offering expert consulting, coaching and support. As well as writing and developing tools for employers to apply in the workplace to assist with anti-stigma activity, influence policy change and implement mental health training, Sarah designs and delivers presentations and training sessions.

# SPEAKER BIOGRAPHIES

Friday 27th September



## Karl Simons

Chief Health, Safety & Security Officer - **Thames Water**

With over 30 years of experience in industry, Karl has worked across all continents and numerous safety critical industries including oil, gas, minerals, rail, roads, construction and water. He is an Electrical and Mechanical Engineer, holds a Post Graduate Masters Degree in Environmental Management, Safety & Health, and is a Chartered Occupational Safety & Health Practitioner and Member of the Institute of Directors.

His advice is regularly sought by Government and he is a lecturer at the University of Cambridge. He also holds a position as Non-Executive Director on the Board of the global organisation 'Water & Sanitation for the Urban Poor'.



## Kevin Clarke

Customer Success Manager (& Culture Champion) -  
**Intelix Technologies ULC**

With more than 12 years' experience working for SAAS companies in the Thames Valley, Kevin works for Intelix Technologies, who were listed as a Great Place to work for Mental Health wellness.

As a qualified yoga instructor and mental health first aider, he uses his passion and knowledge of self-care practices to promote mental health wellness within the workplace. He is also a member of the Intelix Global 'Culture Champion' team, whose purpose is to encourage employees to bring their authentic selves to work, thus creating a culture-add, not culture-fit environment, which is both open and safe.

# SPEAKER BIOGRAPHIES

Friday 27th September



**Stephen Frost**  
CEO - Frost Included

Stephen is a globally recognised diversity, inclusion and leadership expert, and founded Frost Included in 2012, working with clients to embed inclusive leadership in their decision-making. He also designed, led and implemented the inclusion programmes for the London Olympic and Paralympic Games as Head of Diversity and Inclusion for the organising committee.

Educated at Oxford and Harvard, he has won numerous awards for his work. He has lectured at Harvard Business School, Singapore Management University and Sciences Po in France and serves as an Advisor to the British Government. Stephen is author of The Inclusion Imperative (2014), Inclusive Talent Management (2016) and Building an Inclusive Organisation (2019).



**Mike Spain**  
CEO and Founder - NeuroCyber

Mike is CEO and founder of NeuroCyber. Launched in 2017, it aims to help UK cyber become the best and most inclusive sector for Neurodiverse individuals, whilst promoting difference as strength and working with members to develop the right environment, culture and infrastructure.

He also leads the Cyber Academy for SNC-Lavalin's Atkins business with a mission to increase cyber capability through facilitation of a structured path to up-skill graduates and apprentices and cross-skill existing Engineers into Cyber Security practitioners. He is an innovation, growth specialist and neurodiversity advocate in the sector and is passionate about working to enable growth of the UK cyber sector.

# SPEAKER BIOGRAPHIES

Friday 27th September



**Vincent François**

Regional Chief Audit Executive - **Société Générale**

Vincent has over 20 years' experience in internal audit, risk management and internal control within the Financial Industry. In 2017, he was appointed Chairman of the Internal Audit Committee for the Association for Foreign Banks and became a member of the Windsor Castle Society of Leadership Fellows.

A true ambassador for diversity and inclusion, Vincent has received many awards, including winner of the 'Out at Work' top 50 LGBT executives in the Finance Sector in 2016 and appeared in the Financial Times' top 100 LGBT executives list for several years. In 2015, the LGBT employee network created by Vincent won the Best Employee Network Award at the British LGBT awards.



**Hugh Milward**

Senior Director, Corporate, External and Legal Affairs -  
**Microsoft Ltd**

With a seat on the UK leadership team, Hugh's focus includes work to help organisations overcome legal and regulatory hurdles to their technology adoption and transformation, managing some of the complex geo-political issues relating to tech, and working to ensure no one is left behind from the onward march of technology.

Hugh's background is in politics, corporate affairs and reputation management, working for some of the world's most high-profile brands including Starbucks and McDonald's. He is passionate about the interrelationship of society and technology.

# SPEAKER BIOGRAPHIES

Friday 27th September



**Laura Menzler**

Senior HR Business Partner - **Skanska UK Plc**

Passionate about organisational success and gaining competitive advantage through people, Laura is HR Lead for the Skanska Infrastructure Unit. Laura has been at Skanska for 6 years and is responsible for HR in a matrix organisation for c800 people through a team of Business Partners.

Laura is keen to link HR to the business strategy to lever overall company performance in a true partnership and to support Skanska's ambition, highlighted in their Business Plan, to be a leader in diversity and inclusion.



**Claire Harvey**

Founder - **Anatta Ltd**

Claire is an experienced senior leader, inclusion expert and Paralympian. Previously working as Head of Inclusive Leadership at KPMG, Claire is recognised as a leader in diversity and inclusion and culture, incorporating change management and leadership behaviours into impactful programmes. Her strong interpersonal skills combine with her style as a pro-active and personable leader to empower individuals to take ownership and implement meaningful change. An excellent speaker and facilitator, she leaves participants inspired, moved and reflective.

Educated at Liverpool John Moores and Cambridge University, she has worked within the criminal justice system, notably as a Prison Governor, managing a resettlement prison and as a riot commander.

## Windsor Debates - 2020 Programme

### **20th - 21st March 2020**

#### Global Thames Valley

A global perspective on the region; celebrating our connections with the rest of the world.

### **25th - 26th September 2020**

#### Connected Thames Valley

Transport infrastructure, telecommunications and the region's governance and identity.