



**PAN
AFRICAN**

Learning and Growth Network

EMPLOYEE WELLNESS AND CORPORATE MENTAL HEALTH

**7TH ANNUAL CONFERENCE
10-13 JUNE 2025**

*Engaging, Equipping and Empowering
Employees in 2025*



PRE-CONFERENCE WORKSHOPS

**10
JUNE
2025**

9-4pm

Creating Equitable
and Inclusive
Workplaces

MK450,000 PP

**11
JUNE
2025**

9-3:30pm

Addressing
Women's Health

MK450,000 PP

Addressing
Men's Health

MK450,000 PP

7TH CONFERENCE

**12-13
JUNE
2025**

9-4pm

Employee Wellness
and Corporate Mental
Health

MK800,000 PP



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Capital Hotel,
Lilongwe

REGISTER NOW

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**CREATING EQUITABLE AND INCLUSIVE
WORKPLACES WORKSHOP**
DIVERSITY | EQUITY | INCLUSION |
TRANSFORMATION

WORKSHOP ONE - 10 JUNE
9:00AM-16:00PM

Equal opportunity in the workplace plays a key part in protecting human rights. Our objective is to introduce a systemic approach to creating and embedding a culture of inclusion by acknowledging difference and equipping all to build better relationships between diverse employees within the organization. We aim to create awareness and promote everyone's right to equal opportunities; eliminate discrimination and sexual harassment; and provide redress for people whose rights have been breached; share strategies and best practices that help create workplaces which are inclusive of all sex, gender identities, and gender expressions – workplaces where everyone belongs, and even where other vulnerable groups can be out and thrive. This training will help in promoting a general environment of zero tolerance towards achieving sustainable development goal 8 (SDG 8). When employees feel that they are treated fairly and equally it boosts productivity, performance, and satisfaction. Employers should also be proactive in addressing hostile behavior that may be embedded in the workplace culture. By the end of this session, participants should be able to:

- Understand what is equal opportunity and its legislation and laws in Malawi
- Compliance responsibilities awareness and mitigating the risk of compliance breaches
- Create Inclusive and Equitable (gender neutral) workplaces
- Glass ceiling vs. glass escalator vs. glass cliff
- Gender and gender mainstreaming awareness in work place towards achieving gender equality
- Identify and prevent sexual harassment in the workplace
- Protect the organization's reputation
- Encourage a better and descent workplace culture
- Addressing masculinities at work
- Identify and prevent sexual harassment in the workplace
- Leverage Diversity and Inclusion for organizational excellence
- Encourage a better and descent workplace culture
- Understand the concept of Reasonable Accommodation
- Undertake gender audit or analysis of the organization

WHO SHOULD ATTEND?

- HR Directors
- Heads of HR/HR Managers
- People and Culture Personnel
- Diversity Managers/Practitioners
- Heads of Diversity
- Business Leaders
- Transformation Managers
- EE Managers
- Academics/Research Students



WORKSHOP ONE - ADDRESSING WOMENS HEALTH AND HYGIENE

11 JUNE: 09:00-15:30PM

Why is women's mental health important? Advancing women's mental health through education, open dialogue, and collaboration.

Women's mental health is important as is the mental health of each and every person across the globe. Come along and join like-minded women interested in their mental health and wellbeing and together we can explore what can impact our wellbeing and how we can work with it.

How common are mental health problems in women?

- Women are twice as likely to be diagnosed with anxiety as men.
- One in five women compared with one in eight men have a mental disorder.
- Over a quarter (26%) of young women aged between 16–24 years old report having a common mental health problem in any given week.

Mental disorders can affect women and men differently. Some disorders are more common in women, such as depression, anxiety, and eating disorders. There are also certain disorders that are unique to women. For example, some women experience symptoms of depression at times of hormone change, such as during or after pregnancy (perinatal depression), around the time of their period (premenstrual dysphonic disorder), and during menopause (per menopause-related depression). When it comes to other mental disorders, such as schizophrenia and bipolar disorder, research has not found sex differences in the rates at which they are diagnosed. But certain symptoms may be more common in women than men, and the course of illness can be affected by a person's sex. Researchers are only now beginning to tease apart the various biological and psychosocial factors that may impact mental health.

A day packed with information and talks on the subject of women and their mental health covering:

- Why women's health? Women's health and women's health issues...where are we now?
- What are symptoms of mental disorders in women?
- What affects women's mental health? What can I do if I'm worried about my mental health?
- Women's health issues
- Common Mental health Conditions
- How Does Trauma Affect Women's Brains?
- Understanding the Impact of Domestic Violence
- Improving Maternal, Women's Health and Work-Life Balance Outcomes
- An overview of menopause
- Pregnancy
- Self-care/mindfulness
- Cultural differences around Mental Health.
- Special attention to NCDs and Cancers in particular

The workshop will also deliver a mix of clinical and research content around the latest understandings, treatments and management of mental illness as they relate to women.



WORKSHOP TWO- ADDRESSING MENS HEALTH WHY ADDRESS MENS HEALTH?

11 JUNE: 09:00-15:30PM

Mental health problems can affect anyone, regardless of age, gender, race or social background. Despite this, however, studies have shown that certain mental illnesses affect men and women differently. And the way both genders cope with mental health issues or ask for support is different. We respond differently to life's unexpected challenges. Sometimes, though, that can leave us feeling worried or overwhelmed. It's our hope that we can connect men with the right support and equip their peers with the confidence and skills to reach out and help when it's most needed.

There are many challenges that men face today regards their health, including mental and financial wellbeing issues which can cause a lot of stress which can affect the individual as well as their productive capacity in the workplace. We know that chronic stress can result in cancer as well as affect an individual's psycho-social wellness and in some cases can result in suicide. We also know that of all the conditions men face, sexual problems are the most personal. Although they are very common, they are not inevitable or permanent, and today there are many modern treatments available. No matter how long a man has been experiencing a problem, it can be treated successfully.

The program will:

- Explore the factors damaging male mental health such as work-related pressure, financial stress and health concerns as well as how best to support, create resilience and to actively address men's mental wellbeing.
- Assist men to break the social and emotional barriers that restrain them from voicing out issues pressing their psychological being, help shed light on key problem areas, showcasing best practice and research into safeguarding men's mental health, identifying how we can treat preventable outcomes such as suicide. Join us as we explore lived experiences, case studies, and best-practice examples of safeguarding men's mental health.
- Provide awareness of men's health problems along the life-time model, provide reliable information and help men cope better with health changes and seek early diagnosis and treatment and live happier, healthier, and longer lives, no matter what health or stressful challenges they may be faced with and serve their organizations, families and communities better.
- Give special attention to NCDs and Cancers in particular

Key to success

Create a safe space in which men can engage and discuss without feeling any stigma or judgment. Scope of presentations can be narrowed or expanded to address mental health among its employees.

Employee wellbeing can no longer be a 'nice to have' or 'tick-box' exercise. Now, more than ever, it's essential for organizations to invest more in mental health support programs for employees. Mental health does not exist in isolation though and it requires a holistic approach to ensure overall employee wellbeing. The 2025 Employee Wellness and Corporate Mental Health 7th Annual Conference is a must-attend event for employers seeking to optimize their mental health strategies and improve employee well-being. As healthcare costs continue to rise and the landscape grows increasingly complex, it is crucial for business leaders to stay at the forefront of innovative solutions that drive value, enhance access to care and foster a productive, healthy workforce.

This conference brings together forward-thinking employers from diverse industries to share their experiences and insights on redefining employee health, wellness initiatives and benefits strategies. Attendees will explore cutting-edge approaches to integrating mental health into overall well-being initiatives. By attending this conference, employers will gain the tools and insights needed to design and implement truly impactful mental health and wellness strategies that prioritize employee well-being while driving business success. Join us to learn, network and collaborate with like-minded leaders as we shape the future of employee health and wellness management in the ever-evolving world of work.

Through thought-provoking sessions, participants will gain valuable knowledge on topics such as addressing social determinants of health, implementing alternative payment models, harnessing personalized medicine and genomics, and preparing for future pandemics. The conference will also delve into the transformative potential of direct contracting, high-performance networks, and value-based reimbursements in driving healthcare value and promoting employee wellness.

Beyond physical health, the conference will shine a spotlight on the importance of integrated well-being, connecting the dots between physical, mental and financial health. Attendees will discover innovative strategies for engaging employees in their own healthcare decisions, promoting healthy lifestyles, fostering a culture of consumerism, and empowering individuals to make informed choices that optimize outcomes and costs.

It is our hope that this conference will empower and educate employers, leaders, managers and HR practitioners from various industry sectors across the spectrum that will participate with the insights, evidence and practical tools to better manage mental health in the workplace. We strive to treat delegates to best-in-class content, access to wellness leaders and solutions providers, and have a unique opportunity to connect all the dots in your wellness strategy. Never has the wellbeing of your employees been as critical as now.

Empower your organization to make wellbeing a strategic priority through community, connection and knowledge. Since the introduction of our Corporate Mental Health and Employee Wellness Annual Conference in 2018, Pan African Learning and Growth Network (PALGNET) has been a trusted resource led by an authentic purpose-driven group of passionate associates, with strong values, who are on a mission to make wellbeing a strategic priority in every organization across the country and beyond.

What will be covered?

- Mental health in the workplace - where next?
- How can employers reduce financial stress?
- Sleep/ fatigue impact on the workplace
- Designing Inclusive Benefits for a Diverse Workforce: Leading Through a Culture of Well-Being
- Integrating Mental Health and Emotional Wellness into Overall Employee Wellbeing Strategies
- The Impact of Obesity on Productivity
- Reimagining Employee Health Benefits and Wellness Programs for the Future of Work
- Integrated Wellbeing: Connecting Physical, Mental, Emotional and Financial Health
- Addressing Social Determinants of Health to Advance Health Equity and Workplace Wellness
- Using Behavioral Economics to Engage Employees in Their Health and Wellness Journey
- Maximizing the Impact of Onsite and Near-site Health Clinics for Comprehensive Employee Wellness

Panel Discussions:

- Understanding the real needs of the workforce: How engaging is our approach to wellbeing?
- Is our approach to wellbeing inclusive? Neurodivergence in the workplace
- Future-Proofing Employee Wellness: Integrating Physical, Mental and Financial Health in the Age of Hybrid Work

Who Should Attend?

From Employers/Health Plans/Health Systems/Hospitals:

- CEO's
- CMO's
- CFO's
- Wellness
- Benefits Managers
 - Employee Wellness
 - Human Resources
 - COO's
 - Wellness RN
 - Onsite Clinics
 - Occupational Health
 - Employee Assistance Programs
 - Health Coaching
 - Total Rewards
 - Medical Directors
 - Disease Management
 - Health Management
 - Safety
 - Lifestyle Management
 - Corporate Care

The conference as usual will feature case studies from leading organizations across the country and beyond.

Please contact Leonard Kazembe at leonard@palgnet.com if you wish to present on a case study form your organization

**WORKSHOP AND CONFERENCE
PROFESSIONAL FACILITATORS AND PRESENTERS**



TIONE CHILAMBE

Head of Coordination and
Capacity Building
National AIDS Commission



BEYANI TODD MUNTHALI

Deputy Director Office of
the Director of Public
Officers' Declarations



CECELLIA SHAMNIM SAIDI

Psychotherapist and Certified
Life Coach. Vintage Health
Wellness Center



EDITH MAZIOFA-TAPFUMA

Development consultant in HIV
| Wellness, Mental Health
advocate, Diversity, Equity and
Inclusion. MD - Vitality
Wellness Zimbabwe



ELIZABETH WAYUMBAI

Psychologist | Child and
Family Trauma | Stress and
Burnout | Mental Health
Specialist | Second Act Keys
Limited – Kenya



**PROFESSOR CHIWOZA
BANDAWE**

Licensed Clinical Psychologist
Associate Professor in Mental
Health - Kamuzu University of
Health Sciences



MARY SHALOM NKUNIKA

(Medical doctor| MBBS, Mw |
Health Emergency officer|
Researcher
Mental health educator |
mental health first aider|



**DR WANANGWA COLLINS
CHISENGA**

MBBS, FRCS(Urol) Consultant
Urologist | Managing Director
Ungweru Specialised Medical
Centre (USMC)

Note: In addition to the professional presenters, we will have 4 leading organization present on 4 case studies both on 12th and 13th of June