

## **Employee Wellness and Corporate Mental Health Conference (EWC/MHC)**

Theme: Thriving at Work: Resilience, Belonging and Sustainable Well-Being

### **Programs Schedule:**

**Day 1:** Creating Equitable and Inclusive Workplaces Pre-Conference Workshop

**Day 2:** Addressing Women's Health Pre-Conference Workshop

**Day 2:** Addressing Men's Health Pre-Conference Workshop

**Day 3 and 4:** Employee Wellness and Corporate Mental Health Conference

### **Who should attend?**

This preconference workshops and conference bring together forward-thinking employers from diverse industries to share their experiences and insights on redefining employee health, wellness initiatives and benefits strategies

Target audience includes:

- HR Professionals
- EAP/Mental Health Professionals
- C-Suite Executives
- Wellness Practitioners
- Diversity and Inclusion Leads
- Organizational Psychologists
- People and Culture Personnel
- Diversity Managers/Practitioners
- Heads of Diversity
- Business Leaders
- Transformation Managers
- EE Managers
- Academics/Research Students

It is our hope that this 4-day program 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 diversity, inclusion and mental health in the workplace. We strive to treat delegates to best-in-class content, access 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.

## **Pre Conference Workshop One: Creating Equitable and Inclusive Workplaces Workshop**

Theme: Belonging as a Wellness Imperative: Advancing Inclusive Workplaces in 2026

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 differences 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.

The goal of this workshop is to equip leaders, HR professionals, and DEI champions with tools to create environments where diversity is embraced and psychological safety and wellbeing are core outcomes.

### **Workshop Objectives:**

- Explore systemic and cultural barriers that impact mental health in diverse groups.
- Build skills to design inclusive wellness programs.
- Develop actionable plans to enhance belonging and psychological safety.
- Connect D&I goals with business outcomes and mental health metrics.

### **Agenda and Topics**

- The intersection of diversity, inclusion, equity, and employee wellbeing.
- Equal opportunity and its legislation and laws in Malawi
- Compliance responsibilities awareness and mitigating the risk of compliance breaches
- Why D&I is essential to wellbeing in 2026
- Global shifts (post-pandemic, multigenerational workforce, remote/hybrid work)
- From Diversity to Belonging: The Impact on Mental Health
- Identity, Culture & Wellbeing: Cultural Intelligence for Inclusive Wellness
- Power, Policy & Psychological Safety: Policies that Promote Inclusion & Protect Mental Health
- Co-Creating Wellness Programs that Work for All: Designing benefits and supports that account for equity
- Leader and Ally Accountability: Leadership Behaviours for Inclusive Wellness
- From Workshop to Conference: Integration and Impact: Connecting workshop outcomes with the larger Employee Wellness & Mental Health Conference goals

### **Workshop Two - Addressing Women's Health and Hygiene**

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).

A day packed with information and talks on 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
- 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
- Common Mental health Conditions
- 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 Three - Addressing Men's Health**

#### **Why Address Men's Health?**

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.

### **Conference (Day 3 and 4): Employee Wellness and Corporate Mental Health**

In an era of rapid technological change, hybrid work models, and increasing demands on employee attention and adaptability, organizations must reimagine what it means to support whole-person well-being. The 2026 Employee Wellness and Corporate Mental Health Conference explore how companies can move beyond basic benefits to create environments where people flourish - mentally, socially, and professionally.

Attendees will:

- Learn **evidence-based practices** to enhance mental health outcomes.
- Explore **cultural, structural, and leadership strategies** that enable long-term well-being.
- Gain tools to strengthen **belonging, equity, and resilience** across teams.

- Discuss innovations that link **wellness with performance and business strategy**.

Now, more than ever, it's essential for organizations to invest more in mental health support programs for employees. 2026 Employee Wellness and Corporate Mental Health 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.

### Conference Outcomes for Attendees

At the end of the event, participants will be able to:

- Build a roadmap for sustainable workplace wellness
- Implement culturally aligned mental health strategies
- Use data to guide decision-making and demonstrate impact
- Equip leaders with practical, confidence-boosting tools
- Drive organization-wide buy-in for well-being initiatives

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.

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.

### Conference Topics and Discussion Areas at a Glance

1. **Keynote:** Mental Health as a Strategic Imperative in the Next Decade
2. **Mindful Leadership and Organizational Culture:** How leadership shapes psychological safety, trust, and wellness norms, leading with empathy, reducing stigma and well-being KPIs for leaders.
3. **Resilience and Stress Navigation in the Modern Workplace:** Practical resilience tools, burnout prevention by design and systemic approaches to stress (**Panel Discussion**)
4. **Inclusion, Belonging and Well-Being Equity:** Intersection of mental health with DEIB (Diversity, Equity, Inclusion, Belonging).
5. **Future of Work and Wellness Innovation:** Technology, hybrid work, and evolving expectations, AI and Mental Health Tools: Opportunities, risks, and ethical guardrails
6. **Measurement, ROI and Strategic Integration:** Connecting wellness outcomes with organizational performance, Data-Driven Well-Being: Metrics that matter

7. **The Impact of Obesity on Productivity:** How obesity affects workplace productivity, driving up absenteeism, presenteeism, healthcare costs, and safety risks.
8. **Future-Proofing Employee Wellness:** Integrating Physical, Mental and Financial Health in the Age of Hybrid Work **(Panel Discussion)**

### **Signature Experiences and Innovative Formats**

- **Well-Being Lab Zones:** Interactive Stations for breathwork, mindful movement, art therapy, and micro learning.
- **Leadership Roundtables:** Peer discussions on culture change and strategy implementation.
- **Live Clinical Simulations:** Scenario-based role plays: manager conversations, crisis response, de-escalation.
- **Employee Voices Forum:** Real stories from workers across industries - spotlighting challenges and solutions.
- **Tech Showcase:** Demonstrations of tools for mental health support, analytics, and engagement.

Empower your organization to make wellbeing a strategic priority through community, connection and knowledge.