



**Agenda**

**February 2-3, 2011**

CMA Professional Development Institute  
25 York Street, Suite 1100, Toronto, ON, M5J 2V5  
Phone: 416-342-5592

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**CHRONIC ILLNESS PREVENTION AND MANAGEMENT**

**OBJECTIVES:**

1. **Gain insights** on how the increasing prevalence of chronic illness will affect the workplace of the future.
  2. **Hear** how recurring chronic illness impacts workplace teams and how employers can support them.
  3. **Exchange ideas**, strategies and practices on how to prevent and manage chronic illness in the workplace.
  4. **Learn** how employers can influence health behaviour change in their employees.
  5. **Network** and learn from your peers.
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**Wednesday, February 2, 2011**

**3:00 p.m. Welcome, Introductions and Program Overview** (*Location: The Royal York Room*)

**Ruth Wright**

Associate Director  
The Conference Board of Canada

**Louise Chénier**

Research Associate  
The Conference Board of Canada

**3:15 p.m. Conference Board Research Preview: *From Awareness To Action: An Initiative to Support Best Practices in Mental Health for Canadian Employers***

Healthy work environments are critical to the prevention of mental health issues. The Conference Board of Canada is currently undertaking a research project to identify promising practices, tools, and resources that help employers detect, prevent, and manage mental illness in the workplace. This session will provide a summary of the first phase of the study – the surveys of key stakeholders.

**Louise Chénier**

Research Associate  
The Conference Board of Canada

**3:45 p.m. The Recurrence of Chronic Illness: Implications and Strategies for Workplace Teams**

The recurrent nature of chronic illnesses can lead to issues within workplace teams. What are the key psychological, and performance-related, implications for teams when a chronically ill member requires frequent accommodation? In such situations, how can employers support teams *and* optimize team effectiveness? In this session, Dr. Natalie Allen will share her insights on this critical workplace issue.

**Dr. Natalie Allen**

Professor, Department of Psychology  
The University of Western Ontario

**5:00 p.m. Members' Roundtable**

This is an opportunity for members to raise issues of common concern, areas in which you would like to share successes or areas for which you are seeking quick help or feedback.

**6:00 p.m. Break**

**6:30 p.m. Networking Dinner**

Join us for an evening of fine cuisine and the opportunity to network with your peers.  
**Le Saint Tropez, 315 King St. W, Toronto, ON**

## Thursday, February 3, 2011

**8:00 a.m. Continental Breakfast** (*Location: The Royal York Room*)

**8:30 a.m. Welcoming Remarks and Introductions**

Agenda Overview

**Louise Chénier**

Research Associate

The Conference Board of Canada

**8:45 a.m. Modelling How Demographic Changes Will Affect Disease Pattern in Canada**

Healthcare systems throughout Canada are facing a wide range of pressures including shifting demographics and patterns of diseases. This session will present The Conference Board of Canada's in-house disease and risk factor trend model. Members will gain an understanding of future pressures that will be placed on health systems by such factors as the aging of the population and the growing burden of chronic conditions.

**Matthew Stewart**

Principal Economist, Forecasting & Analysis

The Conference Board of Canada

**9:30 a.m. The Impact of Chronic Illness on Canadian Organizations –Trends in Benefits Usage**

What chronic illnesses are currently the most costly to organizations; in regards to benefits, STD, LTD? What trends are emerging for the next five to ten years? During this session, Karen Seward from Shepell.fgi will share her insights on how chronic illnesses will impact Canadian organizations in the future and how benefit programs are changing to address this issue.

**Karen Seward**

Executive Vice-President, Business Development and Marketing

Shepell.fgi

**10:15 a.m. Break**

**10:30 a.m. Member Roundtable – Peer to Peer Exchange on Current Priorities and Pressures**

During this give and get session, members will have an opportunity to raise issues of common concern, areas in which you would like to share successes or areas for which you are seeking quick help or feedback.

**11:15 a.m. Member Showcase: Wellness at Bruce Power**

Bruce Power has developed a broad spectrum of wellness programs and initiatives to improve the health and wellness of their employees. To enhance employee health and promote self-management of chronic illness, the organization offers an employee walk-in clinic partnering with external physicians as well as a host of other services. In this session, Catherine Williams will share highlights of these workplace wellness programs and initiatives and some of the challenges and successes they have experienced along the way.

**Catherine Williams**

Section Manager, HR and Wellness

Bruce Power Inc.

**Thursday, February 3, 2011 - continuing**

**12:00 p.m. Lunch** (*Location: The Harbourfront B*)

**1:00 p.m. Conference Board Update** (*Location: The Royal York Room*)

**Ruth Wright**

Associate Director

The Conference Board of Canada

**1:15 p.m. Case Study – Looking at Disease States: Canada Post’s New Direction in Wellness**

Wellness is an integral part of Canada Post’s business strategy. In this session, Judy Middlemiss will discuss how the Corporation is now approaching the mental and physical wellness of their employees by looking at “disease states”. This allows the organization to profile, identify and understand the prevalence of disease states among their employee population; to coordinate the organizational programs and services offered and to communicate these available supports to employees; and to report their metrics.

**Judy Middlemiss**

Manager, Workplace Health and Well-being

Canada Post Corporation

**2:00 p.m. Case Study – The Pepsi Challenge: Sustaining Employee Participation in Wellness**

Although Pepsi might be better known as a global food and drink purveyor, it is also a model for corporate wellness. In this session, members will hear how Pepsi has significantly reduced the number of health risks in its employee population since rolling out its “HealthRoads” program in September 2004. Employee participation has been sustained through effective communication of the program and very comprehensive metrics ensures its success.

*(invited)*

**2:45 p.m. Health Break**

**3:00 p.m. How Employers Can Influence Positive Health Behaviour Change in Employees**

Although many employers have programs and strategies in place to prevent or manage chronic illness in the workplace, these are ineffective if employees are unwilling to change their behaviour. In this interactive session, Dr. Harvey Skinner will discuss how managers can influence positive lifestyle changes in their employees.

**Dr. Harvey Skinner**

Dean, Faculty of Health

York University

**4:30 p.m. Closing Remarks**

Meeting Adjourned