DR CAROLYN YEOMAN PhD MSc BSc (Hons) MBPsS



Carolyn is Operations Director of OCAID Wellbeing. She is an organisational psychologist with significant experience in the Health, Safety and Wellbeing field.

Wellbeing, Safety Behaviours and Organisational Development. Carolyn successfully ran her own business for over 20 years and recently spent 2 years at HSE prior to joining OCAID to head up their Wellbeing business. Carolyn has also spent some time working in Australia.

Carolyn has a proven track record within a diverse range of national and international businesses. Her consultancy experience spans numerous industry sectors including construction, oil and gas, food, utilities, packing and retail.

An experienced conference speaker with a number of papers and publications to her name Carolyn is both widely experienced and well qualified to benchmark and design organisational Wellbeing and Safety Culture interventions that will enhance both employee engagement and wellbeing whilst creating resilient people in resilient organisations.

Her aim is always to help to create sustainable change within organisations thereby enabling them to not only maintain but continuously improve their Health, Safety and Wellbeing culture.

Presentation Proposal:

"The Power of Wellbeing - Creating A Wellbeing Culture"

Have you ever thought about wellbeing as a business improvement tool? Wellbeing is a massively overused term which means all things to all people and has resulted in wellbeing

not being clearly defined or understood. It is often the 'soft and fluffy' side of wellbeing which is the focus of organisational interventions and whilst such interventions are clearly beneficial to individuals, on their own they are unlikely to result in any long-term sustainable effects on the organisation.

When we really harness the full power of wellbeing the individual and organisational effects are immense. To do that, we need to address wellbeing in the same way as we address safety, by identifying and eliminating the primary wellbeing risks.

Mental health and stress are currently receiving a lot of press, mainly because work-related stress figures significantly in HSE's Strategy for 2020 – Helping GB Work Well. Yet the presence of work-related stress is a key indicator of the failure (or absence) of an effective wellbeing strategy, so if we proactively (rather than reactively) manage the root causes (rather than the symptoms) of stress in our organisations then we create wellbeing and enhance the Quality of Working Life for all. The emphasis needs to be on creating wellbeing (both organisational and individual) rather than waiting for signs of stress and then taking action.

Wellbeing means feeling good and functioning well. It underpins employee engagement and can be a source of competitive advantage, innovation and growth, leading to better business performance. Central to creating a wellbeing culture is the identification of the presence (or absence) of the key wellbeing drivers and where necessary intervening at the organisational level to enhance individual and organisational wellbeing.

If we take an integrated approach to wellbeing and engagement, which addresses both individual and organisational issues, then this enables sustainable individual and organisational wellbeing, engagement and business performance.

Wellbeing really is the missing link to improving business performance. Harness the power!!