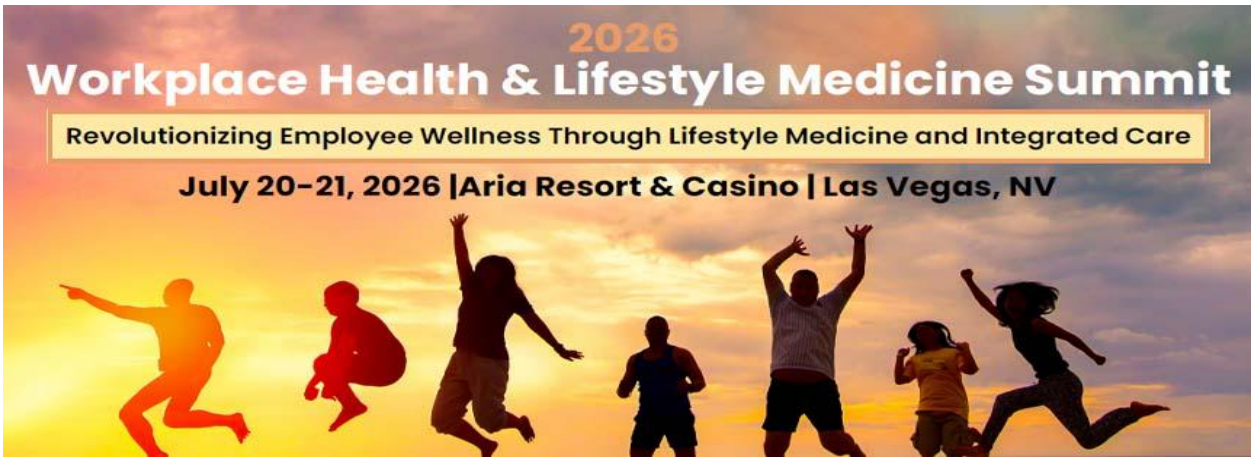

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Day One – Monday, July 20, 2026

7:15am – 8:00am
Conference Registration & Networking Breakfast

8:00am – 8:15am
Chairperson's Opening Remarks

8:15am – 9:00am
Leading with Courage and Kindness: Authentic Leadership in the Post-COVID Workplace
The future of workplace health is not simply better programs—it is better leadership. In the wake of COVID-19, organizations are navigating profound shifts in workforce expectations, wellbeing, engagement, and trust. In this keynote, Dr. Rita Ng shares leadership lessons from guiding a large healthcare system through crisis and transformation while building cultures rooted in purpose, belonging, resilience, and accountability. Through personal stories, practical insights, and evidence-based strategies, attendees will discover how authentic leadership can strengthen workforce wellbeing, inspire connection across generations, improve retention and engagement, and drive organizational performance. This session is a call to lead with courage, kindness, and humanity in an increasingly complex world.

Rita Ng, MD FACC
Physician-In-Chief, Kaiser Permanente Oakland
The Permanente Medical Group (TPMG) Board of Directors

9:00am – 9:45am
From Burnout to Belonging: Transforming Organizational Culture Through Psychosocial Health and Safety
Organizations can no longer treat burnout as an individual issue—it is a systemic, psychosocial risk that directly impacts safety, retention, and long term business performance. This session

explores how redesigning work, strengthening leadership behaviors, and embedding psychosocial health and safety principles can transform organizational culture into one that supports sustainable wellbeing and belonging.

Michelle Arnett, MHS, NBC-HWC, LSSGB
Manager Wellbeing Center of Excellence
St. Luke's Health System

9:45am – 10:15am
Networking & Refreshments Break

10:15am – 11:00am
Workplace-Supported Recovery in Healthcare: Retention, Trust, and Worker Wellbeing
Recovery from substance use disorder is a workforce health issue. Healthcare organizations are uniquely positioned to either support or hinder recovery through workplace culture, policies, supervision, and job design. This session will share findings on workplace characteristics and employment outcomes among people in recovery from substance use disorder, with particular attention to the healthcare and social services settings. Participants will explore how workplace hazards such as stigma, stress, inflexible scheduling, and unsupportive policies can affect trust, burnout, job stability, re-entry, and advancement. The session will also translate evidence into practical strategies healthcare employers can use to strengthen workplace-supported recovery, including supervisor training, role clarity, flexible practices, psychological safety, and organizational culture.

David Shapiro
Assistant Director (former)
Colorado Recovery Friendly Workplace Initiative
University of Colorado Anschutz Medical Campus

11:00am – 11:45am
GLP-1 Medications and Weight Management Programs: Implementation and Impact
GLP-1 receptor agonists like semaglutide and tirzepatide have transformed obesity treatment with unprecedented weight loss results yet implementation in workplace settings raises complex questions about cost, access, clinical oversight and long-term sustainability. Organizations are grappling with whether to cover these medications, how to integrate them into comprehensive weight management programs and what happens when employees regain weight after discontinuation. This session examines workplace GLP-1 implementation including eligibility criteria and clinical protocols, cost management strategies and budget impact analysis, integration with lifestyle modification and behavioral support, managing side effects and ensuring appropriate clinical oversight, addressing equity concerns when medications are expensive, and measuring outcomes beyond just weight loss including metabolic health improvements and downstream healthcare cost reduction.

Joy Higbee
Director of Well-Being
Hancock Health

11:45am – 12:30pm
From ROI to VOI in wellbeing outcomes.
This shift moves the conversation beyond traditional return on investment metrics to a broader more meaningful view of value on Investment. By integrating wellbeing data with engagement insights, we can better capture the full impact on workforce performance, culture and long term health outcomes. Highlighting the value that was created for the employees and the organization.

Christopher Wells, MPH, CHES
National Accounts Health and Well-Being Manager
Cigna Healthcare

12:30pm – 1:30pm
Luncheon

1:30pm – 2:15pm
Driving Behavior Change Through Strategic Employee Communications: Elevating Benefits and Wellness Outcomes
In today's complex workplace, simply offering competitive benefits and wellness programs isn't enough—employees must understand, trust, and engage with them. Effective employee communications play a critical role in bridging the gap between intention and action, driving meaningful behavior change that improves both individual wellbeing and organizational performance.
Join us for this insightful session where we'll explore how thoughtful, data-driven communication strategies can transform the way employees interact with their benefits and wellbeing resources. From increasing participation in health programs to encouraging smarter benefits decisions, the right messaging—delivered at the right time and through the right channels—can make all the difference.
You'll learn how to:

- Design communication strategies that influence real behavior change, not just awareness
- Personalize messaging to meet employees where they are in their wellbeing journey
- Leverage behavioral science principles to boost engagement and outcomes

Whether you're in HR, benefits, or communications, this session will provide practical insights and actionable strategies to help you maximize the return on your benefits investment—and create a healthier, more engaged workforce.

Nicole (Bozich) Stec, MBA, MPH, CWP
Vice President, Wellbeing Consulting Leader
Lockton

2:15pm – 3:15pm
Panel Discussion: Overcoming Common Implementation Challenges
This interactive panel brings together experienced workplace health leaders who have successfully navigated common implementation challenges including space planning, regulatory compliance, employee engagement, clinical staffing and program sustainability. Panelists share practical solutions to real-world problems while discussing lessons learned from both successful initiatives and program adjustments. The discussion includes audience Q&A focused on specific implementation challenges facing attendees.

David Shapiro
Assistant Director (former)
Colorado Recovery Friendly Workplace Initiative
University of Colorado Anschutz Medical Campus

Tatiana A. Celcis, LCSW
Director of Workforce Wellness
NYC Health + Hospitals

Kristi Brady
Director, Employee Wellness
Workplace Health & Safety
Memorial Hermann

3:15pm – 3:45am
Networking & Refreshments Break

3:45pm – 4:30pm
Employee Engagement and Program Utilization: Fostering Connection, Loyalty and Lasting Wellbeing
In today's workplace, the most powerful predictor of both employee retention and health outcomes isn't a benefit package — it's belonging. When people feel genuinely connected to their colleagues, their purpose and their organization, they show up healthier, stay longer and bring their best selves to work. This session moves beyond traditional program utilization metrics to explore how lifestyle medicine principles can transform workplace health initiatives into engines of human connection. We'll examine proven strategies for building awareness, driving participation and sustaining engagement over time. Discover how shifting your engagement strategy from participation-focused to connection-focused doesn't just improve health outcomes — it becomes one of your most powerful tools for reducing turnover, strengthening organizational loyalty and creating a workplace people genuinely don't want to leave.

Ambika Kanta, MSHCA
Regional Vice President of Clinical Operations & Quality

Astrana Health Nevada

4:30pm – 5:15pm
Food as Medicine in the Workplace: Implementing a Lifestyle Medicine Training Program for Healthcare Workers
This session presents a real-world case study of a healing-centered culinary and lifestyle medicine training program that was implemented for healthcare employees within a large academic health system. Participants will learn how evidence-based lifestyle medicine principles were translated into a practical workplace wellness initiative through food-as-medicine education, culinary medicine experiences, group-based learning, and behavior change strategies designed to support nutrition, physical activity, sleep, stress management, social connection, and overall well-being. The presentation will review program design, implementation, participant engagement, and lessons learned while highlighting opportunities for adaptation across workplace settings. Attendees will leave with actionable insights for developing sustainable health promotion programs that support employee well-being, improve engagement, and address cardiometabolic health risks.
Please let me know if this topic would be a good fit for the agenda. I would be happy to tailor the content further based on the needs of the conference and audience.

Claudia C. Guillen, DNP, AGPCNP-BC, DipACLM
Primary Care Nurse Practitioner, Mass General Brigham
Mass General Brigham

Day Two – Tuesday, July 21, 2026

7:15am – 8:00am
Networking Breakfast

8:00am – 8:15am
Chairperson's Remarks

8:15am – 9:00am
Closing the Distance: Connecting Executive Leaders and Frontline Staff to Build Psychological Safety
Psychological safety is a critical driver of employee wellbeing, engagement, retention, and organizational performance, yet many organizations struggle to bridge the gap between executive leadership and frontline staff. This session will explore practical strategies for fostering authentic connections across all levels of an organization, creating environments where employees feel heard, valued, and empowered to speak up. Drawing on real-world experiences from a large public healthcare system, attendees will learn how leadership visibility, active listening, peer support initiatives, and intentional communication can strengthen trust, enhance psychological safety, and support a healthier, more resilient workforce. Participants will leave with actionable approaches to building a culture where wellbeing and organizational success can thrive together.

Tatiana A. Celcis, LCSW
Director of Workforce Wellness
NYC Health + Hospitals

9:00am – 9:45am
Total Worker Health: Integrating Safety, Wellness and Clinical Care
The Total Worker Health approach represents a fundamental shift from separating occupational safety and health promotion to recognizing their interdependence. Workplace injuries, chronic diseases and mental health conditions don't exist in isolation—they're influenced by work organization, job demands, workplace culture and environmental factors. This session explores implementing integrated Total Worker Health programs including connecting occupational health services with primary care and wellness programs, addressing workplace factors contributing to chronic disease and mental health problems, designing work environments and policies supporting health, measuring comprehensive outcomes beyond traditional workers' compensation metrics, and building organizational cultures where health and safety are genuinely valued rather than treated as compliance requirements.

Monte Masten MD, MBA, MPH, FACOG
Chief Medical Officer
MarshMcLennan Agency, LLC

9:45am – 10:15am
Networking & Refreshments Break

10:15am – 11:00am
Workplace Violence in Healthcare: From Isolated Incidents to Enterprise Risk Strategy
Workplace violence in healthcare is often treated as a local safety issue, but its impact extends across workforce retention, patient safety, operations, and organizational culture. In large healthcare systems, addressing workplace violence requires more than isolated interventions. This session will explore how enterprise-wide strategy, governance, reporting infrastructure, staff preparedness, and coordinated response can strengthen prevention and recovery efforts at scale. Attendees will gain practical leadership insights for moving workplace violence prevention from reactive local response to sustainable organizational strategy.

Ryan Sledge
Vice President, Occupational Medicine and Workforce Health & Safety
HCA Healthcare

11:00am – 11:45am
Nutrition and Metabolic Health Programs: From Education to Clinical Intervention"
Nutrition represents the most powerful lever for preventing and reversing chronic disease yet most workplace wellness programs offer generic nutrition education that fails to drive meaningful behavior change or metabolic improvements. Leading workplace health centers are

moving beyond lunch-and-learns to implement clinical nutrition interventions including medical nutrition therapy for diabetes and pre-diabetes, individualized dietary counseling integrated with biometric screening, plant-based nutrition programs demonstrating disease reversal, addressing food insecurity and nutrition access barriers, and measuring outcomes through HbA1c, lipid panels and other metabolic markers rather than just participation rates.

Kristi Brady
Director, Employee Wellness
Workplace Health & Safety
Memorial Hermann

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