

Conference Agenda

	Presenter(s)	Session Title	Abstract
7:45 am – 8:30 am	REGISTRATION, NETWORKING, BREAKFAST		
8:30 am – 8:45 am	Mary Kline, Chair, Michigan Wellness Council	Welcome	
8:45 am – 9:45 am	Cassie Sobelton	Leadership Strategies to Create a Culture of Wellbeing	As an accumulation of Cassie’s multi-faceted experience in the employee wellbeing industry, she outlines lessons learned, the industry at large, and the philosophies and backgrounds that make up the current approach to wellness in the workplace. She shares how recent decades have changed the overall approach to workplace well-being, the difference between culture, wellness and wellbeing – and why it’s important to be targeted in your word choice, and how your leadership style is more important than anything else you do to create a culture of well-being in your organization.
9:45 am – 10:00 am	BREAK		
10:00 am – 11:30 am	Moderator: Susan Bailey, MS, CIC, SPHR, SHRM-SCP	Burnout and Loneliness in the Workplace: Why It Matters and What You Can Do About It	Loneliness at work is often affected by other aspects of an employee’s daily experience, and perhaps no factor matters more than workplace stress and burnout. The relationship between burnout and loneliness is a reciprocal one. Burnout can lead to increased feelings of loneliness. When people feel overwhelmed, exhausted and dehumanized, it heightens their risk for isolation. Loneliness, too, can exacerbate burnout, by decreasing one's capacity for resilience.
	Kent Sharkey		
	Justin Gephart, MPH, CHES®		
	Tracy Kramer, MBA		
	Rita Patel, CPA, MPH, CWWPM		
11:30 am – 12:00 pm	Tripp VanderWal, JD, MA	A Legal Refresher and Update on Compliant Wellness Plans	This presentation will focus on a review of the various federal laws that apply to wellness plans such as HIPAA, the ACA, the ADA, and GINA. To the extent applicable, we will also review any new guidance published by the agencies—the Department of Labor, Internal Revenue Service, and the Equal Employment Opportunity Commission—that have the jurisdiction to enforce these federal laws. Specifically, we will review the EEOC’s activities (if any) with respect to the maximum incentive or surcharge that may be imposed by a wellness plan under the ADA.

Conference Agenda

12:00 pm – 1:00 pm	LUNCH and EXHIBITOR SHOWCASE		
1:15 pm – 2:30 pm	Moderator: Alicia Wilson	Employer Best Practice Case Studies from the Best in Wellness	Three Michigan-based employers--TerryBerry, DTE Energy, and Oakland county--will share best practices on how well-being enhances employee engagement, how to integrate wellness in your employee recognition strategy, and how strategic programming can improve employee morale and motivation.
	Mike Byam of TerryBerry		
	Karen Personett of DTE Energy		
	Stephanie Bedricky, MSA, of Oakland County		
2:30 pm – 2:45 pm	BREAK		
2:45pm – 3:30pm	Jane Ellery, PhD and Pete Ellery, PhD, MLA	Functioning Optimally: Bringing It All Together	Jane and Pete Ellery will lead an interactive session that blends the information learned during the conference with an action plan to drive your wellness initiative into high gear. Learn how workplace and community-based wellness strategies must interconnect in order to provide an even more robust initiative for your employees and their families. Understand the dynamics of moving from a pathogenic (illness-focused) to a salutogenic (wellness-focused) model within your built environment. Build stronger metrics and alignments between your wellness strategy, health strategy, and business strategy. Most importantly, gain insight into how designing a person-centered wellness model will help your organization recruit and retain the best and brightest people for your organization.
3:30 pm – 3:45 pm	CLOSING REMARKS FROM MWC BOARD		

All times, presenters, and sessions subject to change.

Learn more and register at:

MichiganWellnessCouncil.org/Events