

# Masterclass: Meaningful work and wellbeing for an engaged and healthy workforce

*Low levels of engagement, meaningfulness and wellbeing are harmful to individuals and organisations, leading to burnout, poor health and lack of happiness and commitment at work. Moreover, large scale organizational transformations or mergers and acquisitions are often perceived as value-creating in the longer-term, but can be highly detrimental to employee wellbeing and performance in the short-term. Existing initiatives often fail to address the root problems because they don't approach engagement from a person-centred perspective.*

This one-day workshop focuses on engagement through the eyes of the employee, with a particular emphasis on the factors that make work meaningful and that foster high levels of personal wellbeing. Workplaces that offer meaningful work and a healthy work environment develop the foundations for sustainable, long-term engagement.



## What will participants learn?

- The benefits of a highly engaged and healthy workforce
- How the Wheel of Wellbeing can be used to understand the dimensions of workforce wellbeing
- What is meaningful work and why does it matter for employee engagement and wellbeing?
- Practical actions to foster high levels of wellbeing, meaningfulness, and therefore high levels of engagement, and how to avoid the common pitfalls and mistakes

## Who is this masterclass for?

- HR and HR Development professionals
- Occupational health professionals
- Line and senior managers with an interest in employee engagement
- COOs, Operational Directors/Managers
- Anyone with an interest in or responsibility for how meaning and purpose can be used to enhance the workplace

## Course leaders

### Professor Katie Bailey

Katie is Professor of Work and Employment and Head of the HRM and Employment Relations Group at King's Business School. She has previously held posts at the University of Sussex, University of Kent and University of Kingston, and at London Business School, where she completed her PhD. Her research focuses on meaning and purpose at work, employee engagement and strategic human resource management, and she has published numerous studies on these themes in prestigious journals such as *Harvard Business Review* and *Sloan Management Review*.



She works extensively with employers and organisations interested in engagement, purpose and meaning and is much in demand as a conference speaker on these topics. Katie is lead author of *Strategic Human Resource Management* (2<sup>nd</sup> Ed, OUP, 2018), co-editor of *The Oxford Handbook of Meaningful Work* (OUP, 2019) and lead editor of *Employee Engagement in Theory and Practice* (Routledge, 2014).

### Jonathan Rolfe

Jonathan is Director of Business Strategy and Operations at Implemental, an expert organisation that helps develop and improve services and support for people who have mental health problems in many different countries. Jonathan has more than 14 years of international business experience in strategic roles within both the public and private sectors. He held senior positions at Nokia and Nokia Siemens Networks and was Head of Business Development and Productivity at South London and Maudsley NHS Foundation Trust. He runs a management consultancy business, Acies Solutions. His expertise is augmented by an MBA in International Business from Birmingham Business School and a PMI PMP (Project Management Institute Project Management Professional) designation.

#### Key facts

King's Business School Masterclasses are one-day immersive workshops that take a detailed dive into current topics and business challenges. At the end of the day you will take away insights and tools you can apply your own context.

Led by leading King's Business School academics, the workshops will draw on cutting edge academic research combined with a practitioner focus.

#### Fee

£750 including all tuition, materials, lunch and refreshments (10% alumni discount).

#### Dates

Dates and registration instructions will be published soon. For more information on all of our courses visit [www.kcl.ac.uk/business/executive-education](http://www.kcl.ac.uk/business/executive-education).