



The British
Psychological Society
Northern Ireland Branch



Cumann Síceolaithe Éireann

NIBPS 2018 Annual Conference – Opening Event
Ballymascanlon House Hotel, Dundalk, Co. Louth
Wednesday 21st March 2018 from 3.45pm
FREE EVENT BUT BOOKING ESSENTIAL <https://www.kc-jones.co.uk/nibps2018>

The Northern Ireland Branch of The British Psychological Society (NIBPS) is delighted to once again collaborate with The Psychological Society of Ireland (PSI) in co-hosting our **2018 Annual Conference Opening Public Lecture**. We very pleased to be supported by the NI Chief Executives Forum, Newry Junior Chamber and the Dundalk and Drogheda Chambers of Commerce along with our own Division of Occupational Psychology NI Branch.

PROGRAMME

- 3.45pm: Registration**
- 4.00pm: Health & Wellbeing in the Workplace**
Supported by the BPS Division of Occupational Psychology NI Branch
- Improving Workplace Wellbeing through ACT – A New Approach**
Mr Dominic McCanny & Ms Diane Allen, Mind Change
- 4.45pm: Understanding Neurodiversity within the Workplace - Impact on Wellbeing**
Ms Sharon Beattie, SB Consultancy
- 5.15pm: Understanding Obesity - emotional eating and its impact on wellbeing within the workplace**
Ms Shauna Gibson, Eating Psychology Coach
- 5.45pm: Refreshment Break – catering provided**
- 6.15pm: Keynote Event**
Psychologically Healthy Organisations and Workplaces
- A good place to work and learn, psychology making a difference**
Ms Nicola Gale, President The British Psychological Society
- Does my work define who I am?**
Ms Terri Morrissey, CEO The Psychological Society of Ireland
- Discussant**
Mr Stephen Peover, Chair Chief Executives' Forum
- 8.15pm: Closing Comments**



CHIEF
EXECUTIVES'
FORUM



Newry Junior Chamber



Drogheda
& District
Chamber

Advancing business together



Dundalk
Chamber

Advancing business together

Symposium Biographies & Abstracts

Improving Workplace Wellbeing through ACT - A New Approach

Mr Dominic McCanny & Ms Diane Allen, Mind Change

Workplace wellbeing, creating a more productive and happy workforce, reducing stress, absenteeism and anxiety are challenges all organisations encounter. ACT (Acceptance and Commitment Training) has been rigorously assessed in over 135 academic studies as to demonstrating its effectiveness in improving a range of wellbeing matters. Whilst originally developed in 1986 by the American Psychologist Steven C Hayes and his colleagues, applying ACT in the workplace is a recent development. It is now recognised by Occupational Psychologists as a powerful intervention to improve overall wellbeing and psychological flexibility.

Mind Change is a local Northern Ireland organisation that has developed a range of ACT programmes over the past 2 years delivered to a range of businesses, public sector and third sector organisations. This is supported by our own evaluation processes and research findings which indicate its effectiveness and evidences the impact the programme is having for people. As Chartered Occupational Psychologists and business consultants, **Mind Change** are at the forefront in demonstrating that applying ACT can predict a wide-range of work-related outcomes:

- Reduction in distress / mental health issues
- Reduction in burn out and exhaustion
- Increase in wellbeing
- Increase in job-related efficacy
- Improvement emotional flexibility
- Improvement productivity and effectiveness

Our paper introduces delegates to an overview of the essentials of ACT and the results of our evaluation process to date.



Dominic McCanny is a Chartered Occupational Psychologist with a specific interest in wellbeing in the workplace having seen the personal impact psychological distress has on individuals as well as the difficulties it creates for organisations. He has extensive experience in conflict resolution and mediation within the workplace but recognised that there was a need to more fundamentally improve work wellbeing and enhance the working environment. Working over the past 2 years he was keen on developing a programme that was both theoretically robust yet would deliver practical benefits for individuals and organisations. The ACT programme creates that psychological flexibility for individuals at work with an enduring and long-lasting impact. Dominic is a professionally trained Acceptance and Commitment Training Practitioner.



Diane Allen has a Master's in Occupational Psychology and a first-class Honours Degree in Psychology from the Queen's University of Belfast. She is currently a (Psychologist in Training) currently undertaking her Chartership.

Over the past few years, Diane has developed an interest in workplace wellbeing and its' interplay with a range of positive outcomes - employee satisfaction, leadership and organisational effectiveness. This has included exploring the role organisations can and should have in relation to creating the conditions for positive wellbeing, as well as providing interventions to enable employees to improve or maintain positive wellbeing by increasing psychological flexibility and resilience. Diane is a professionally trained Acceptance and Commitment Training Practitioner.

Understanding Neurodiversity within the Workplace - Impact on Wellbeing

Ms Sharon Beattie, SB Consultancy

The BPS recently published guidelines 'in order to promote good practice in the psychological assessment of those individuals whose behaviour in the workplace reflects inconsistencies between what is expected of them and their performance. That is, those who have dyslexia, dyspraxia, dyscalculia, ADD/ADHD and ASD. They are sometimes referred to as being neuro-diverse, but more commonly as having specific learning difficulties' (Psychological assessment of adults with specific performance difficulties at work: McLoughlin and Doyle, BPS 2017).

Approximately 70% of individuals with a neurodiversity such as Asperger's Syndrome report difficulties with stress and anxiety. Individuals with a neurodiversity manage anxiety as an everyday part of their lives and it can be extremely impactful on their everyday social and adaptive functioning skills, including being able to cope within the workplace. Many individuals and employers are unaware of these conditions and the difficulties that can arise. As a result of these difficulties many individuals within the workplace do not ask for the right support. This presentation will provide an overview of practical skills to help individuals and employers understand how these difficulties affect people in the

workplace, as well as gaining an understanding of the appropriate assessments to undertake and recommendations for reasonable adjustments.



Sharon is a director of Kaleidoscope Solutions – ‘*providing clear assessment and solutions for individuals and organisations in resolving workplace issues*’. Sharon specialises in assessments of children, adolescents, adults and families and provides expertise in the diagnosis of neuro developmental disorders including autism spectrum disorder (ASD), Dyslexia, Dyspraxia, Dyscalculia, ADHD. She has over 20 years’ experience in the field of psychological assessment. She is a Chartered Psychologist, Associate Fellow and Chartered Scientist with the British Psychological Society (BPS), member of the special groups in Coaching Psychology and Psychology and Social Care and sits on the BPS Expert Witness Advisory and Neurodiversity & Employment Working Groups. She is on the Register of Psychologists undertaking Psychotherapy, is an assessor of psychologists-in-training, Secretary for the BPS NI Division of Occupational Psychology and a Practitioner Psychologist with the Health and Care Professions Council (HCPC). Sharon is currently completing a professional doctorate, has worked in safeguarding (adults and children), was the Independent Chair of the Adult and Children’s Safeguarding Board, Bury and uses her experience and training to work as an expert witness to undertake independent assessments and support in a variety of areas and write reports for the courts relating to children and adults for the criminal, family and civil courts. She was also the Director of the Children’s Safeguarding Board, worked for over 15 years as a police psychologist and is a Trustee for the British Association for the Study and Prevention of Child Abuse and Neglect (BASPCAN) and a Director for the Middletown Autism Centre

Understanding Obesity - emotional eating and its impact on wellbeing within the workplace

Ms Shauna Gibson, Eating Psychology Coach



Shauna Gibson is an Eating Psychology Coach, she is a Master Practitioner in Eating Disorders and Obesity from the National Centre of Eating Disorders London. Shauna specialises in the treatment of Binge Eating Disorder, Emotional Eating, Disordered Eating and Weight Management and Obesity. She has a private practice based in Belfast where she coaches people through one to one sessions, groups, workshops and also gives talks and presentations to organisations.

Shauna’s presentation will talk about how the dieting epidemic is fuelling the obesity crisis and the influence that the dieting culture in the workplace has on this. She will also address important skills to assist with emotional eating, stress, body positivity and key strategies that allow the workplace to be a more environmentally friendly place promoting the scene for excellent health and wellbeing.

Keynote Biographies & Abstracts

A good place to work and learn, psychology making a difference

Ms Nicola Gale, President – The British Psychological Society

What characterises organisations and institutions where people give of their best, either to work or to learn? In particular, how do they support equality, diversity and inclusion in what they do? What do people need, and what can and does Psychology offer? What implications too does this have for psychologists ourselves? This keynote talk will aim to engage with these questions in the context of individual and organisational / institutional identities and how they are developed and fostered by leadership.



Nicola Gale’s current post is in the Department of Psychology at City, University of London, where her teaching focuses on professional standards of practice in psychology, diversity, equality and inclusion, and clinical practice and supervision. She was clinical lead and head of service for an occupational health psychology service in the NHS, where the work had both a clinical mental health and organisational focus. She trained as a counselling psychologist in mental health in the voluntary sector.

Her early career was in organisational development and training, in professional services as a management consultant, and as an accountant. She has consulted to organisations in different industries and sectors, working on projects across Europe and internationally.

Nicola’s professional interests include the provision of psychological services in the workplace, as well as the mental health and welfare needs of staff (including the management of work related stress and the provision of adjustments to support access/inclusion), and the nature and establishment of working relationships (including mediation and conciliation, critical incident management, and consultation/supervision support for workplace teams).

Prior to her appointment as President Nicola chaired the Representative Council of the Society, and has also served on both the Professional Practice Board and the Ethics Committee (where she contributed to revising the Society's Code of Ethics and Conduct), along with chairing various Society working groups (including the working group responsible for revising the Society's Professional Practice Guidelines). She also served on the Organising Professional Committee for Psychology at Unite the Union.

Does my work define who I am?

Ms Terri Morrissey, Chief Executive Officer – The Psychological Society of Ireland

Terri will speak on the importance of work for creating meaning and identity for people; on the myth of the work/life balance and the need for creative, engaging and healthy workplaces



Terri Morrissey is currently the CEO of the Psychological Society of Ireland and has held that position for the past 2 years. She is also Co-Founder and Chair of organisation development consultancy This Is... which works with organisations on leadership, culture development and organisation change. Prior to her current role she was partner in This Is... and worked with many organisations and leaders in work and organisations issues, executive coaching, culture change and engagement.

Prior to that she held various management, leadership and consultancy roles in both Ireland and the UK in the state, voluntary and private sectors.

She is also currently an executive coach with the London Business School and an associate lecturer in Trinity College Dublin.

She is author of numerous articles and publications on psychology and people matters, has organised and run many conferences and events and is a speaker at conferences and workshops.

She was Chair of Aoibhneas, Women's and Children's Refuge in Dublin for over 20 years and a founder of the Dublin Rape Crisis Centre.

Terri is qualified in Psychology from University College Dublin, has an MBA from Fordham University in New York (Dean's Award for Excellence) and a first class honours qualification in Business and Executive Coaching from the Michael Smurfit Business School, Dublin

Discussant

Mr Stephen Peover, Chair Chief Executives' Forum



Stephen Peover – Chair, Chief Executives' Forum is a passionate advocate for education and culture and worked in the Northern Ireland Civil Service for thirty-nine years, spending thirteen years in the Department of Health and Social Services and then fourteen years in the Department of Education.

In 2003 Stephen was appointed Permanent Secretary to the Department of Environment, before moving to his final post, as Permanent Secretary to the Department of Finance and Personnel in 2009.

He retired in June 2014 but has remained busy ever since. He is Chair of the Chief Executives' Forum (the umbrella body for senior public sector staff), a Director of Cultúrlann McAdam-Ó Fiaich and recently took up appointment as Chair of the Ulster Orchestra.