



2024 CMHAA Annual Gathering Summary

Bunnings kindly hosted the fourth CMHAA Annual Gathering, which took place in March 2024 at their National Support Centre in Melbourne. We say that we are business led and expert guided and that was certainly brought to life over the course of the day.

In the morning, close to 50 people, made up of our Board, member Functional Leads and Early in Career Committee came together to validate our strategy moving forward and brainstorm future activity. Then, we were joined by 90 guests from different sectors and industries for an afternoon of keynotes, roundtables and a panel exploring a range of topics.





[Click to watch our clip from the day.](#)



WELCOME

CMHAA Welcome: Steven Worrall, Managing Director, Microsoft Australia and New Zealand; Chair CMHAA & Dr Kim Hamrosi, CEO, CMHAA

Steven and Kim welcomed attendees and stated that the Alliance is about the companies in the room coming together and recognising that we can be stronger together and learn from each other.



KEYNOTE

Walking the Talk: Michael Schneider, Managing Director, Bunnings

Mike shared how Bunnings walk the talk through their human centered leadership approach which is strongly aligned to wellbeing with connection and collaboration being the driving force.



KEYNOTE

**The Good, Bad and the Ugly: A SMART Work Design Perspective on Future Work
Prof. Sharon Parker, Centre for Transformative Work Design**

Sharon shared a SMART Work Design lens on the impact of technology. She left the audience with a Melvin Kranzberg quote 'technology is neither good nor bad; nor is it neutral.'



PANEL

Early in Career - the future is you: Damian Zahra, Chief People Officer, Bunnings
Panelists: Stephanie Seviloglou (Coles), Patrick Wan (Microsoft), Courtney York (Bunnings). The panel discussed a variety of topics including the impact of managers, mentors and what they would do if they were CEO for the day.

**ROUNDTABLE****Leadership - cutting through the noise: Kate Connors, CMO, Elemental Coaching & Psychology & Audrey McGibbon, CEO, EEK & SENSE**

Kate's session looked at the Leadership System and what drives enterprise wide positive mental health & wellbeing. Audrey explored measuring and improving leader wellbeing.

**ROUNDTABLE****The Future of Work Design: Prof. Sharon Parker, Centre for Transformative Work Design**

Sharon's session examined how technology can shape employee mental health and other outcomes by affecting work design.

**Psychosocial Risks/Hazards/Controls: Prof. Carlo Caponecchia, A/P, School of Aviation, UNSW & Dr Vanessa Huron, Senior Research Associate & Educational Designer, UNSW**

Carlo and Vanessa ran their sessions by focusing on best practice thinking on psychosocial risks.

**Debra Brodowski, National Manager of Psychological Services, CfCH & Rachel Clements, Co-founder & Director of Psychological Services, CfCH**

Debra and Rachel covered inappropriate customer behaviours and vicarious trauma respectively.

ROUNDTABLE

ROUNDTABLE SUMMARIES



[LEADERSHIP SYSTEM & WHAT DRIVES POSITIVE WELLBEING](#)



[IMPROVING LEADER WELLBENG](#)



[FUTURE OF WORK DESIGN](#)



[INAPPROPRIATE CUSTOMER BEHAVIOURS](#)



[VICARIOUS TRAUMA](#)



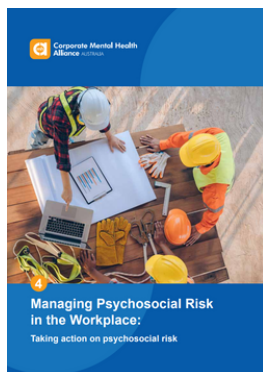
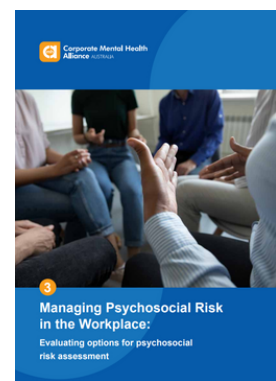
[CMHAA PSYCHOSOCIAL RISK MODULES](#)



BUILDING A MENTALLY HEALTHY WORKPLACE



ADDITIONAL RESOURCES



Please visit the CMHAA Website for further resources