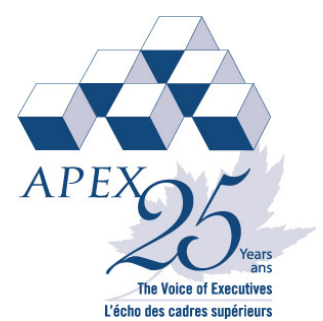


AT A GLANCE REPORT



APEX SUMMIT ON EXECUTIVE HEALTH & WELL-BEING March 25 & 26, 2009

Objective:

- *to hear from subject matter experts*
- *to discuss findings of 2007 survey results*
- *to seek consensus on recommendations and propose actions as per consultations with executives*

PARTICIPANTS

APEX members, including Board, Secretariat, Health Committee; other executives; outside experts including Conference Board of Canada, Canadian Mental Health Association, Canadian Association of Occupational Therapists, University of Ottawa, Bill Wilkerson (CEO, Global Economic Roundtable on Mental Health)

AGENDA HIGHLIGHTS

- *APEX Board Chair Simon Coakeley opened Summit with call for action*
- *Keynote speaker Bill Wilkerson underscored importance of addressing ever-widening gap between expectations and resources, as well as the inextricable link between renewal of the Public Service and individual and organizational health of the Public Service*
- *University of Ottawa researchers who administered the 2007 APEX Survey on Executive Health & Well-Being provided information on the health challenges resulting from the survey*
- *APEX presented the results of a Canada-wide consultation with executives following up on survey results. Executives seek changes, including: increased awareness, advocacy, and priority placed on addressing workplace flexibility, addressing toxic management behaviours, and lack of sensitivity to regions*
- *Syndicate discussions by participants included validating direction, identifying opportunities and obstacles, strategies and recommended next steps*

ACTION/RECOMMENDATIONS

PREMISES

- *The health and well-being of an organization's people, including executives, is integrally linked to overall organizational health, sustainability, renewal, national productivity, and high quality service delivery*
- *Executive health is a shared responsibility between individual executives and their organizations*

ACTION

- Broadly raise awareness, information-sharing and learning opportunities on executive health*
- All federal organizations engage in open, frank discussions with executive cadre on health-related issues to address issues identified by executives (e.g. compensatory time to recover from stressful, intense work hours, technology issues, impact of centralized decisions on regions, etc.)*
- Promote good people management, values and practices – address “toxic” behaviours as required*
- All executives take personal responsibility and engage in individual choices and actions to improve health and well-being*