

33RD EAPAA INTERNATIONAL CONFERENCE

Employee Assistance Professional
Association of Australasia | 2025

23 – 24 October 2025, Hilton Hotel, Sydney



GENERAL INFORMATION

Venue: Hilton Hotel Sydney, 488 George Street, Sydney - Level 2, Room 2

Registration:

[REGISTER ONLINE HERE](#)

REGISTRATION FEES

EAPAA Member Fees	Early Bird (before 29 th August)	Regular (after 29 th August)
Full Registration	\$1320	\$1420
Thursday Registration	\$675	\$725
Friday Registration	\$675	\$725

Non-Member Fees	Early Bird (before 29 th August)	Regular (after 29 th August)
Full Registration	\$1420	\$1500
Thursday Registration	\$725	\$760
Friday Registration	\$725	\$760

Cancellations must be made in writing. Refunds for the registration fee less \$125 will be returned if cancellation is made before 1 September 2025. No refunds will be forwarded after this date, however a substitute delegate is acceptable.

ACCOMODATION

Hilton Hotel, 488 George Street, Sydney

- **Group Name:** EAPAA CONFERENCE 2025
- **Group Code:** 90EA
- **Discount:** 10% off Hotel's Best Available
- **Bookings:** Made online, or call reservations and quote group code
- **Cancellation:** 1 day prior to arrival.

If you have any troubles booking, please call Olivia during business hours on +612 9266 2076

Meriton Suites, 329 Pitt Street, Sydney

Book online early for the best rate

[BOOK THE HILTON HERE](#)

[BOOK THE MERITON HERE](#)

CONFERENCE DINNER

Cafe Del Mar Sydney (Cockle Bay Wharf) | Thursday 23rd October 2025 | \$160pp

A designer restaurant with an outdoor terrace, serving Mediterranean cuisine with water views.

- **Pre-dinner drinks:** 6:30pm-7:00pm
- **Conference Dinner:** 7:00pm-8:30pm

2025 SPONSOR



**EXECUTIVE
SOFTWARE**

DAY 1 | 23RD OCTOBER AGENDA

8:00AM -
9:00AM

REGISTRATION AND ARRIVAL TEA AND COFFEE

9:00AM -
9:05AM

WELCOME - Julie Cressey, President, EAPAA

9:05AM -
9:50AM

SESSION 1 - Economic situation and outlook

Matthew Hassan, Head of Australian Macro-Forecasting,
Westpac Group

The economy can have a huge bearing on mental wellbeing, particularly when there are sustained periods of financial stress but also when businesses are stretched or when economies or industries are undergoing large or sudden structural changes.

All of these factors are at play right now. This session assesses how Australia's, NZ and beyond recover from the cost-of-living crisis is progressing and the many challenges – global, environmental, social and technological – that are shaping our economy and will be influencing mental wellbeing.

9:50AM -
10:50AM

SESSION 2 - The well-being of the New Zealand workforce: Job burnout warnings and lessons for Australia.

Prof Jarrod Haar, Deans Chair and Professor of Management
and Māori Business, Massey University, NZ

Job burnout is defined as a work-related state of exhaustion that occurs among employees, which is characterised by extreme tiredness, reduced ability to regulate cognitive and emotional processes, and mental distancing. The presentation will provide insight from New Zealand data on almost 15,000 employees across 15 waves of data, highlighting the fluctuating levels of job burnout over time.

10:50AM -
11:10AM

MORNING TEA

11:10AM -
11:55AM

SESSION 3 - The world of work is being reshaped - by changing employee expectations, emerging technologies, and the "human deal." So where do EAPs fit in?

Kelly McNamara, People Partner, PeopleEX

In this session, Kelly McNamara will explore the major HR megatrends influencing the future of work and what they mean for the next generation of EAPs. From reactive support to strategic enabler, she'll unpack how we can evolve to meet the moment:

- Moving from 0800 hotlines to connected digital ecosystems
- Embedding wellbeing into the fabric of workplace culture
- Shifting from passive support to proactive engagement
- Repositioning EAPs as true workforce experience partners

This session will help you to challenge your thinking and inspire new possibilities for EAP innovation.

DAY 1 | 23RD OCTOBER AGENDA

11:55AM -
12:40PM

SESSION 6 - From viral memes to manosphere extremes: How social media is reshaping young men's health and relationships and what we can do to curb the harms

Dr Krista Fisher, Research Fellow, Movember Institute of Men's Health

In today's digital world, young men face a complex social landscape where masculinity content offers both connection and ideological certainty. From dating advice to 'Trad' gender roles, parts of the online manosphere amplify echo chambers, leaving some young men isolated.

This presentation shares new research from over 3,000 young men across the UK, US, and Australia, exploring how masculinity influencers shape views on manhood and their impact on health and relationships. A practical framework, based on TikTok data from over 100 young men, will help delegates decode this content and explore ways to support critical, empowered social media use.

12:40PM -
1:20PM

LUNCH

1:20PM -
2:20PM

SESSION 5 - Midlife matters: Elevating hormonal health in the modern workplace

Dr. Hayley Walker-Williams, Clinical Psychologist and Habit Health EAP Services Service Lead, and Monica Barnes, Founder and Lead of Menopause & Wellness

The hormonal health of women at midlife has long been a neglected and under-acknowledged area seldom discussed in personal settings and even less so in the workplace. Yet, the impact of menopause on physical health, psychological well-being, and professional performance is undeniable. Evidence shows that symptoms such as sleep disruption, mood fluctuations, cognitive difficulties, anxiety, and fatigue can significantly affect workplace engagement, productivity, and career progression, particularly during what are often peak professional years.

Despite growing global awareness, menopause support remains largely absent from formal workplace health strategies. This is where the EAP (Employee Assistance Programme) framework becomes a critical vehicle for change. EAPs are uniquely positioned to bridge the gap between organisational wellbeing initiatives and individual support. They offer confidential, professional, and accessible services that can normalise and address the complex realities of hormonal health. However, traditional EAP models have largely focused on general wellbeing and mental health, often overlooking midlife hormonal changes as a legitimate clinical and organisational concern.

2:20PM -
3:05PM

SESSION 4 - The future of EAP: Digital transformation, AI integration and human connection

Business Leaders Panel

Andrew Hume – CEO, Converge International

Jacinta Pollard – CEO, Caraniche

Julie Cressey – General Manager, TELUS Health

Michele Grow – CEO, Mental Health, and Wellness, APM Group

Andy Jamieson – CEO, AccessEAP

DAY 1 | 23RD OCTOBER AGENDA

3:05PM -
3:30PM

AFTERNOON TEA

3:30PM -
4:15PM

SESSION 7 - From busywork to breakthrough: How agentic AI is transforming business

Chris Phair, Chief Operations Officer, Bosley, and Andrew Hill, CEO and Founder, Bosley

Artificial intelligence is everywhere, yet many organisations struggle to understand what's actually practical versus what's just hype. This educational session cuts through the noise to provide a clear framework for understanding how AI is genuinely transforming workplace operations across Australia. You'll learn the fundamental difference between user-led AI tools (like ChatGPT) and process-led agentic systems that operate autonomously to complete entire workflows. The session will cover the core principles of agentic AI and practical implementation considerations for different organisational sizes. Attendees will gain an understanding of where these technologies can fit within their frameworks and the operational changes required for successful integration.

4:15PM -
5:00PM

SESSION 8 - The impact of diet culture on employee mental health & wellbeing

Dr Jim Hungerford, CEO, Butterfly Foundation

The pressure of diet culture and unrealistic appearance ideals are creating major issues for employers, their staff and their families. Social and traditional media are driving increasing numbers of people to use prescription weight loss drugs, and GPs know that people with eating disorders have accessed them inappropriately, putting their lives at risk.

Awareness of the issues and risks, and practical steps that can be taken to access help and support, is critically important.

6:30PM -
8:30PM

CONFERENCE DINNER - Café Del Mar, Café del Mar 35 Wheat Rd, Sydney



DAY 2 | 24TH OCTOBER AGENDA

8:30AM -
9:00AM

REGISTRATION AND ARRIVAL TEA AND COFFEE

9:00AM -
9:05AM

WELCOME - Julie Cressey, President, EAPAA

9:05AM-
10:05AM

SESSION 1 - The state of modern leadership: Emerging trends and priorities

Camille Davey, Principal Consultant, Grow Together Now

We all know that mental health in the workplace isn't something leaders can shy away from, particularly since the tightened WH&S laws in 2022. However, leaders in organisations are working in environments that have increasing demands and reduced resources, placing an unprecedented pressure on leaders and organisations to manage it all.

These cumulative challenges for workplaces alike require leaders to keep up with the growing need for values-led leadership, whilst meeting the KPI's of running a profitable business - but where is the balance? This session will explore the emerging trends and priorities that leaders need to be focusing on to be able to lead a sustainable and psychologically safe workplace for their employees, whilst maintaining their own mental health.

10:05AM -
10:50AM

SESSION 2 - Swiping away potential? The hidden toll of social media and connectivity on young workers

Dr Danielle Einstein, Clinical Psychologist, Distinct Psychology, Adjunct Fellow, Macquarie University

Young people entering the workforce today face unique challenges shaped by the rapid pace of technological change, much of which unfolded during their formative years in school, adolescence, and university. These shifts have reshaped how they learn, communicate, and cope, often straining focus, well-being, and long-term capacity. While digital tools promote constant connection, they can also erode the mental and professional resilience essential for thriving at work. In this keynote, Dr. Einstein examines the impact of these changes on the way that young workers respond to worry. The session will cover practical strategies for counsellors and support professionals to help employees build clarity, confidence, and sustainable contribution in the modern workplace.

10:50AM -
11:15AM

MORNING TEA

11:15AM -
12:15PM

SESSION 3 - The clinical landscape: Post-pandemic challenges and the evolution of AI.

Clinical Panel Discussion

Nelly Kalizinje – Counselling Psychologist and Service Lead for EAP, Habit Health

Cate Page – Chief Clinical Officer, Converge International

Dr Alana Johnston – Principal Practitioner, Behavioural and Workplace Health, Caraniche

Dr Marguerite Biasatti – Team Manager, Clinical Operations, EAP, TELUS Health

DAY 2 | 24TH OCTOBER AGENDA

12:15PM -
1:00PM

SESSION 4 - Creating neuro-inclusive workplaces

Amelia Jenkins, Neurodiversity Educator and Speaker

Despite growing awareness of the strengths neurodivergent individuals bring, many organisations still struggle to provide effective support. This session explores the common gaps in understanding, communication, and structural support – and how EAPs can play a key role in bridging them.

With real-life examples and a forward-thinking lens, this session invites a deeper conversation about the evolving role of workplaces in creating environments where neurodivergent staff don't just survive – but thrive.

1:00PM -
1:45PM

CONFERENCE CONCLUDES & LUNCH

1:45PM -
2:30PM

EAPAA ANNUAL AGM (EAPPA MEMBERS ONLY)



EAPAA CONFERENCE SPEAKERS

Monica Barnes | Founder and Lead of Menopause & Wellness



Originally from Scotland, Monica is a Clinical Nurse Specialist and founder of Menopause and Wellness. Since qualifying as a nurse in 1996 she has worked within senior nursing leadership positions within the UK, Saudi Arabia and New Zealand. As a Clinical Nurse Specialist, Monica is educated to master's level, is a qualified CBT therapist and is an accredited HIP having gained a specialist qualification in behaviour change and lifestyle treatment.

Monica has also undertaken specialist menopause training with both the UK Newson Health Menopause Society and British Menopause Society. She is a member of the British Menopause Society, The Newson Health Menopause Society, The North American Menopause Society and the Clinical Nurse Specialist Society New Zealand.

Camille Davey | Principal Consultant, Grow Together Now



Camille is a seasoned consultant, speaker, and facilitator in workplace mental health programs, in particular in relation to psychological safety, leadership capability, and workplace wellbeing.

With over a decade of experience, Camille partners extensively with organisations across both public and private sectors to design programs that optimise workplace wellbeing and performance. At the heart of this work, Camille has a particular niche in leading projects that involve engaging with leaders and employees to strategically identify the key problems to be solved in an organisation, as well as design and deliver comprehensive solutions that address these specific areas of opportunity.

Camille's experience spans across industries and types of roles, including several roles in advisory positions, providing advice and guidance to organisations particularly when engaging with lived experience and individuals with disability in the workplace. Her style is inclusive, safe and intentional. Camille's education includes a BSc (Psychology), Grad Dip. Psychology Adv, and Grad Dip. Brain and Mind Sciences.

EAPAA CONFERENCE SPEAKERS

Dr Danielle Einstein | Clinical Psychologist, Distinct Psychology, Adjunct Fellow, Macquarie University



Dr Danielle Einstein is a clinical psychologist and researcher focusing on how we respond to anxiety, worry and uncertainty in the digital age. In 2011, she developed a trans-diagnostic theory of uncertainty and introduced it in a Sydney pub talk for the AACBT. This theory was published in *Clinical Psychology, Science and Practice*. Her work translating this for psychologists, teachers, and schools internationally has led to global recognition of the importance of embracing uncertainty and being comfortably uncomfortable.

Drawing on her research with Australian schools, Dr Einstein was the first Australian clinical psychologist to question indiscriminate texting in teens and call for phone bans in schools. She wrote *The Dip* (2019), featured in the documentary *Disconnect Me* (2023); and co-authored *Raising Anxiety: Why our good intentions are backfiring on children and how to fix it*, which discusses how the perfect storm of popular approaches to caring for children is backfiring, together with Dr Judith Locke.

In 2024, Dr Einstein played a leading role in shaping Australia's social media minimum age legislation, using her own research and available published research to educate the public, colleagues and government. In November, she provided critical evidence at the Senate Inquiry, enabling the legislation to pass. In 2025, she has been invited to speak to organisations, researchers, and the government in the United Kingdom and New Zealand.

Dr Krista Fisher | Research Fellow, Movember Institute of Men's Health



Dr Krista Fisher is a research fellow at the Movember Institute of Men's Health, where she leads a suite of research projects exploring how social media, dating apps, porn, AI, gaming and other online spaces are shaping young men's health, wellbeing and relationships.

Krista is passionate about improving young men's mental health, with a particular focus on understanding what types of masculinity content young men are exposed to online — and how it's shaping their beliefs, behaviours and masculine identities. In 2024, she completed her PhD at the University of Melbourne, where she developed the first theory of young men's anxiety and mapped their help-seeking pathways in both community and emergency mental health settings.

Krista is a strong advocate for a community-wide approach to men's mental health - working to ensure that supporting young men benefits not just them, but everyone around them.

EAPAA CONFERENCE SPEAKERS

Prof Jarrod Haar | Deans Chair and Professor of Management and Māori Business, Massey University, NZ



Dr Jarrod Haar, is a distinguished Professor of Management and Māori Business at Massey University. With tribal affiliations of Ngāti Maniapoto and Ngāti Mahuta, Professor Haar brings a unique perspective that blends indigenous knowledge with business and management insights.

Professor Haar is a renowned academic, having completed a PhD at Waikato University and authored over 400 academic outputs, including 138 journal articles. His expertise spans a wide range of management areas, with a particular focus on Human Resource Management and Organisational Behaviour. With a passion for mentoring students and colleagues, Professor Haar has supervised numerous research students and actively contributes to the academic community through his teaching and research excellence

Matthew Hassan | Head of Australian Macro-Forecasting, Westpac Group



Matthew is a Senior Economist and Executive Director in the Westpac Economics team. His specific areas of expertise are housing markets and the Australian consumer. Matthew's research has been instrumental in shaping Westpac's views on the Australian economy and the outlook for policy. His research has provided important insights into housing market developments and the behaviour of the Australian consumer.

He is the author of Westpac's Red Book and Housing Pulse reports, regarded as essential reading on the consumer and housing sectors, and helped develop the Westpac Card Tracker Index, the most timely gauge of spending activity in Australia. Before joining the Westpac team in 2007, Matthew held senior positions with leading economic consultancies in Australia and New Zealand.

Dr Jim Hungerford | CEO, Butterfly Foundation



Dr Jim Hungerford has over 20 years' experience as a senior executive in the commercial and not-for-profit sectors and was appointed as Chief Executive Officer of the Butterfly Foundation in July 2023. From 2011-2023, Jim was CEO of The Shepherd Centre, a world-leading early intervention support service for children who are deaf or have a hearing loss. During this time, Dr Hungerford was also the Chair of First Voice, a peak body for charities which focus on providing listening and spoken language therapy services to children who are deaf or hearing-impaired. He was appointed to the Hearing Australia Board in June 2023 and, prior to joining Butterfly, was on the Boards of RSL NSW and Fundraising Institute Australia

EAPAA CONFERENCE SPEAKERS

Amelia Jenkins | Neurodiversity Educator and Speaker



Amelia is a passionate advocate for creating more inclusive workplaces for neurodivergent people. As an Autistic and ADHD person herself, she brings a deeply personal perspective to her work, complemented by her background in Psychology and current studies in Counselling.

Her connection with the neurodivergent community, combined with lived experience and ongoing learning, allows her to offer both practical insights and heartfelt understanding. Amelia's approach is informed, compassionate, and driven by a commitment to helping organisations build environments where neurodivergent individuals can thrive.

Andrew Hill | CEO and Founder, Bosley



Andrew is the former Global HR Transformation Leader at Deloitte who helped over 50 Fortune 500 companies reimagine their workforce—now specialising in AI agent solutions that transform how organisations work. Renowned for translating complex AI capabilities into practical business solutions that executives can understand and employees can seamlessly integrate into their daily workflows.

Having witnessed firsthand how digital transformation reshapes human potential, Andrew is now focus on AI agents as the next frontier of workforce augmentation. His unique perspective combines enterprise-scale technology implementation experience with deep understanding of organisational strategy and change management—essential for successfully deploying AI agents that actually enhance human productivity rather than replace it.

Kelly McNamara | People Partner, PeopleEX



Kelly is a trusted HR and organisational transformation advisor, specialising in helping businesses navigate change, embed ethical cultures, and build high-performing teams. With experience across banking, finance, insurance, and professional services, and the cultural sector, Kelly partners with executive teams to solve complex people challenges with clarity, pragmatism, and empathy.

A few highlights:

- Leads culture and engagement transformations that significantly improve retention and employee trust.
- Designs and implements trauma-informed Respect@Work frameworks, improving reporting and response outcomes.
- Manages regulator-recognised wage compliance and remediation programs.
- Delivers performance, reward, and people insights strategies that drive diversity, transparency and better leadership decisions.
- Supports organisations through major organisational change, mergers, restructures, and leadership transitions. Kelly is passionate about building cultures where people feel safe, valued, and able to do their best work – and helping leaders build the capabilities they need for future success.

EAPAA CONFERENCE SPEAKERS

Chris Phair | Chief Operations Officer, Bosley



Chris has led enterprise-wide change across some of Australia's most respected organisations, including Cochlear, Qantas, and Johnson & Johnson. His approach blends strategic clarity, systems thinking, and an "agentic mindset" - the difference between feeling like things happen to you versus believing you can make things happen for you.

From implementing global platforms like Workday, Salesforce, and SAP, to building future-fit workforce strategies that integrate the best of human capability and AI, Chris makes sure technology serves people, not the other way around.

Dr. Hayley Walker-Williams | Clinical Psychologist and Habit Health EAP Services Service Lead



Hayley is a registered clinical psychologist and a full member of the New Zealand College of Clinical Psychologists. She has more than 25 years' experience in academia, practice and the EAP context and delivers specialist services in trauma, depression, anxiety, grief, and relationship issues. Hayley holds a doctorate in strengths-based interventions and trauma and is skilled in clinical leadership, intervention strategy and governance.

With her expertise and clinical acumen, Hayley utilises her experience to provide EAP service leadership and drives the tailored national success of the service, delivery of clinical excellence, and advancement of best practice and rigorous clinical governance.

Hayley has published several peer-reviewed journal articles and has extensive experience of facilitating training and presenting at international conferences.



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Registration Enquires and Contact Details

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