

## BioPort 2022

### **Practicing Humanity as Your Competitive Advantage**

As we continue to process our trauma from the events of the past two and a half years, employees' mental health has become a top business priority, essential to supporting people to contribute at their best. Experts note that the organizations that most effectively move the needle are those that develop a comprehensive strategy that supports *all* aspects of their employees' well-being.

Workplace health and safety has expanded well beyond masks and steel toed boots. Mental health support in the workplace is now a non-negotiable aspect of business and the only way we will move from surviving to thriving. The concept of these programs and practices may seem overwhelming as to where to start, but they don't need to be! Join Karn Nichols and Michael DeVenney as they explore the ways we can make business more human while staying competitive in a rapidly changing world.

**Karn Nichols**  
**Executive Director**  
**Canadian Mental Health Association Nova Scotia Division**

Karn Nichols joined the Canadian Mental Health Association Nova Scotia Division (CMHA NS) as Executive Director in July of 2021. Along with a deep compassion for those facing mental health and addiction issues, she brings with her over 25 years of leadership experience in both the for profit and social impact sectors. She believes the future of work is one that puts humanity at the core of all we do. Prior to joining CMHA NS, Karn served as VP People Development and Branch Operations for Maritime Travel, Principal of Karn Nichols People Solutions and Board Chair for the MacPhee Centre for Creative Learning.

**Michael DeVenney**  
**Founder**  
**WorkInsights**

Michael DeVenney is an entrepreneur dedicated to opening minds and creating change. Throughout his career Michael has been lucky enough to be involved in many positive projects, including the Mindset Project, the world's largest study of entrepreneurs, mental health, and decision-making. He is also the founder of WorkInsights, a Halifax-based consulting firm focused on the intersection between entrepreneurship and wellness. As a mental health advocate, Michael regularly speaks to diverse audiences about his personal and professional mental health journey with a focus on recovery, hope and the importance of prioritizing one's mental wellbeing in the workplace.