2026 INDIANA WELLNESS SUMMIT AGENDA

September 2 | Wyndham Indianapolis Airport Hotel

SUMMIT PARTNERS

SUMMIT SPONSOR

7:30 a.m. – 4:30 p.m. Registration Desk Hours

7:30 a.m. Continental Breakfast

8:30 a.m. Opening General Session

Welcome and Opening Comments
Ashley O'Rourke, Executive Director, Wellness Council of Indiana

Opening General Session: Leading With Excellence Every Day: Inspiring the Mission of the People We Serve [Hall of Champions]
Rick Weinheimer, Owner, Every Day Excellence

9:30 a.m. Break

10 a.m. Engagement Session One

A. How to Build a Wellness Program Your Employees Actually Want
- Discover the fundamental principles of generating engagement with your wellness program.
- Develop a strategy to spark engagement by safely and sustainably leveraging the momentum of current health trends.
- Construct a data-driven plan to accurately identify and deploy the specific wellness initiatives that will resonate most with the unique needs of your multigenerational workforce.

Brittany Harcourt, BA, Owner and Managing Director, Wellness Innovation Tools, LLC

B. The State of Employer Financial Wellness
- Discover the business impact of financial stress.
- Recognize the power of personalized guidance.
- Apply practical framework for building financial wellness into your culture.

Peter Dunn, Founder and CEO, Your Money Line

C. Emotional Agility in the Workplace: Navigating Change and Uncertainty
- Understand how your brain activates emotional responses.
- Build deeper self-awareness and emotional vocabulary.
- Normalize responses to change and build adaptation strategies.
- Strengthen skills for emotional agility and team connection.

Tamara Smith, RN, BSN, Executive Coach, Live Well, Lead Well Coaching, LLC

10:45 a.m. Break

2026 INDIANA WELLNESS SUMMIT AGENDA

11 a.m. Engagement Session Two

D. Culture by Design: How Intentional Leadership Drives a Healthy and Engaged Team

- Understand how intentional leadership shapes workplace culture and employee experience.
- Identify practical strategies to strengthen employee engagement, connection and performance.
- Develop a culture-by-design action plan to build a healthier, more engaged workforce.

Amber Fields, Partner and Chief Culture Officer, TrueU

E. From Guesswork to Proof: How AI Is Finally Helping Employers Measure ROI of Wellness

- Construct a data-backed business case for wellness investment that communicates program value in financial terms to senior leadership and key organizational stakeholders.
- Apply a practical ROI and VOI measurement framework to evaluate the financial impact of existing or planned employee wellness programs using employer-specific data and benchmarks.
- Identify AI-powered tools that reduce the administrative burden of wellness tracking while improving the accuracy and timeliness of program performance reporting.

Manasi Balagere, B. Eng, MBA, Sr. IT Manager, Indiana Packers Corporation

F. BYOC (Bring Your Own Chair) Influence Without Invitation

- Reframe the leadership role from compliance contributor to enterprise strategist by applying a bold vision mindset aligned to business outcomes.
- Strengthen executive presence and communication impact to influence leaders without relying on authority or formal power.
- Demonstrate operational courage by addressing hard issues, surfacing risk and leveraging culture as a business asset that drives performance, retention and business results.

Gerald Bush, MS, SHRM-SCP, ICF-PCC, GBKB Consulting

11:45 a.m. Break

12:00 p.m. 2026 AchieveWELL and Indiana Healthy Communities Awards Luncheon

Featuring the AchieveWELL Awards, Indiana Healthy Communities Awards, and the Hoosier Well-Being Champions

Afternoon General Session: The Next Frontier in Wellness Compliance: Structural Barriers, Legal Risk and Wellness Legal Partnerships [Hall of Champions]

Barbara Zabawa, JD, MPH, Attorney and President, Wellness Law, LLC

2:00 p.m. Engagement Session Three

G. Building a 5-Star Culture of Health: AchieveWELL Research, Insights and Employer Perspectives

- Identify key organizational strategies that contribute to building and sustaining a culture of health, based on research findings and experiences of 5-Star AchieveWELL organizations.
- Discuss how communication, leadership, employee engagement and workplace culture influence the successful implementation of health and well-being initiatives.
- Appy practical insights, frameworks and best practices shared through evidence-based research and employer panelists to strengthen workplace well-being strategies within their own organizations.

Natalie Martin, PhD, RDN, Founder and Population Health Strategy Advisor, PopHealth Advisory and Chelsie Jaramillo, Senior Manager, Community and Employer Engagement, Wellness Council of Indiana
Panelists: Ruger Kerstiens, Owner, Kerstiens Homes & Designs,Inc. Premier Property Management Kerstiens; Rebekah Swindle, Benefits Coordinator, Wood-Mizer; Denise Hart, Human Resources Director, Sullivan County Community Hospital

H. Beyond the Middleman: Rethinking Employer-Broker Relationships

- Describe how shifting from a traditional broker model to an employer-led partnership model can improve transparency and strategic alignment.
- Identify ways direct employer-vendor relationships strengthen accountability and collaboration across healthcare and well-being programs.
- Apply practical approaches for integrating brokers, vendors and internal teams into a coordinated strategy that supports employee health and cost sustainability.

Candace Shaffer, M.S., CWPM, Associate VP, Benefits and Payroll, Purdue University and Michael Piercefield, Partner, LHD Benefits Advisors

I. What Drives Us: Using the Enneagram to Improve Employee Engagement

- Understand the core motivations that influence employee engagement and burnout.
- Recognize common stress patterns and how they show up in the workplace.
- Respond with simple, practical strategies that build trust and improve communication.

Peter Curts, MFT, Corporate Wellness Coordinator, The Cabin Counseling and Resource Center

2026 INDIANA WELLNESS SUMMIT AGENDA

2:45 p.m. Break

2026 INDIANA WELLNESS SUMMIT AGENDA

3:00 p.m. Engagement Session Four

J. Training the "Whole Leader": How Kelly's Wellness Ecosystem Prepares Gen Z for the New Professional Landscape

- Learn how to reframe mental health resources as professional development tools that build essential workplace traits.
- Identify how to apply a scalable blueprint for culture change, leveraging a multi-level delivery model to normalize help seeking and foster a "culture of care" within a multi-generational organizational structure.
- Evaluate the effectiveness of evidence-based and specific non-clinical interventions, including peer mentorship and digital mindfulness platforms in reducing stigma and increasing long-term employee engagement and retention.

Josh Perry, J.D., M.T.S., Executive Associate Dean for Graduate Programs and Corporate Relations, Indiana University, Kelly School of Business (Bloomington)

K. Weight Management in the Real World

- Understand a framework for developing a 12-month employer-sponsored weight management program that integrates lifestyle interventions and weight loss medications.
- Identify the key stakeholders and strategies needed to build an effective employer-sponsored weight management program while understanding potential outcomes and return on investment.
- Recognize common challenges and best practices to successfully implement an employer-sponsored weight management program.

Joel Hungate, BME, EMBA, Executive Director of Strategy, Hancock Health, and Joy Higbee, MS, Director of Well-Being, Hancock Health

L. Thrive, Lead Succeed: Creating a Workplace That Works for Women

- Recognize the importance of supporting women's health, well-being and life transitions in the workplace.
- Identify workplace practices and benefits that help women thrive personally and professionally throughout their careers.
- Explore opportunities to foster a workplace culture that promotes flexibility, belonging and leadership growth for women.

Abby Glazier, Program Manager, Wellness Council of Indiana

3:45 p.m. Break

4:00 p.m. Engagement Session Five

M. Burnout at Work: What Leaders and Employers Can Do Now

- Describe common organizational and cultural factors that contribute to employee burnout in modern workplaces.
- Recognize warning signs of burnout risk within teams and identify workplace conditions that increase distress, disengagement and turnover.
- Apply practical leadership strategies that support employee well-being and reduce burnout risk within their organizations.

Patrick Riecke, M.A., Keynote Speaker, Workforce Sustainability and Burnout Prevention, Riecke and Riecke

N. Beyond Programs: Integrating Well-Being Into the Employee Experience

- Explain how employee well-being, engagement, and workplace culture are interconnected within the employee experience using a research-based framework.
- Identify key elements and moments in the employee experience where well-being and engagement can be intentionally integrated to contribute to a thriving workplace.
- Apply practical strategies to better connect existing efforts and embed well-being into the everyday experience of work.

Rhonda Wilson, MA, Executive Director of Engagement, Wellbeing and Culture, Ball State University, and Jennifer Flanagan, MA, CHES, Assistant Director of Engagement, Wellbeing and Culture, Ball State University

O. Mental Health and the Workplace: An Employer's Guide to Managing Accommodations

- Understand the legal framework of federal workplace accommodations laws including the ADA, FMLA and PWFA.
- Understand the interactive process and mental health accommodations in the workplace.
- Understand tips for avoiding missteps when it comes to mental health accommodations.

Megan Van Pelt, JD, Attorney, Taft Stettinius & Hollister and Brooklyn Hayes, Attorney, Taft Stettinius & Hollister

5:00 p.m. Adjourn