

Building Safe & Inclusive Workplaces

SISO Academy Learning Symposium | Session Synopsis

Monday, 16 November 2026

9:00 AM – 4:30 PM

Grand Residence 2, Grand Hyatt Singapore

A symposium preview on practical ways to build safer, healthier and more inclusive workplaces.

MORNING SESSIONS

9:00 AM — Opening and introduction

9:15 AM

Ethics of Safety

SISO Academy

Creating a physically and psychosocially safe workplace begins with responsible, ethical decision-making. Explore the philosophical foundations of professional ethics and how to build a safe and just organisational culture. This session highlights the importance of doing what is right, encouraging employees to speak up, and creating the conditions for open reporting within a just culture.

9:45 AM

Beyond Physical Safety

Well -being Champions Network / Kaleidoscope Labs

Workplace safety goes beyond wearing the right PPE, following safety procedures, visible hazards and physical injuries. Stress, fatigue and psychological distress can affect concentration, decision-making and workplace safety. This session explores the importance of psychological health and safety, recognising early signs of distress, and applying practical Psychological First Aid (PFA) principles to create safer, healthier and more supportive workplaces.

MORNING SESSIONS

10:15AM Break

10:45 AM

Different Minds, Safer Workplaces: The Inclusion Gaps We May Be Missing

INSTITUTE OF NEURODIVERSITY™ ION SINGAPORE

Institute of Neurodiversity Singapore

When someone stays quiet in a briefing, struggles with a busy workspace or repeatedly asks for clarification, what assumptions do we make and what might we be missing?

This introductory session from ION Singapore explores neurodiversity and its relevance to workplace wellbeing and psychological safety. Through a relatable workplace scenario, participants will consider how everyday communication, environments and expectations can create overlooked barriers for people who think and process information differently.

Participants will leave with a fresh perspective, one practical approach to try and questions to bring back to their teams.

1115 AM

Building Heart -Safe Workplaces: From Training to Organizational Preparedness

Singapore Heart Foundation
Your Heart We Care

Singapore Heart Foundation

Is your organisation prepared to respond to a cardiac emergency? Building a heart-safe workplace goes beyond first-aid training. It requires awareness, preparedness and a coordinated approach to emergency response. This session explores the importance of cardiac emergency readiness and how organisations can strengthen their workplace preparedness through appropriate training, awareness and practical safety measures that may help save lives.

11:45 AM Networking lunch / exhibition in Grand Residence 1



AFTERNOON SESSIONS

1300 PM

Safety and health in the age of AI

SISO Academy

Artificial Intelligence is transforming how organisations operate, creating new opportunities to improve workplace safety, health and wellbeing. Explore how AI and emerging technologies can support safety and health practices, improve efficiency and help identify potential risks. This session also highlights the importance of responsible AI adoption and human judgement and offers practical strategies for protecting employee wellbeing amid the anxiety and pressures that AI can create.

AFTERNOON SESSIONS

13:30 PM

Interactive Workplace Wellbeing

Hakopi

What if improving workplace wellbeing could be engaging, interactive and enjoyable? Discover how experiential learning, games and interactive activities can encourage meaningful conversations, strengthen connections and promote positive workplace behaviours. This session explores creative approaches to helping employees better understand themselves and others, while fostering collaboration, engagement and a more supportive workplace culture.

14:00 PM

Personality Types: Understanding Differences, Strengthening Communication

Success Frontiers

Why do people communicate, respond and work differently? Understanding personalities can help improve teamwork, reduce misunderstandings and strengthen workplace relationships. Explore how different behavioural styles and individual strengths influence communication and collaboration. Drawing on personality frameworks such as DISC, this session offers practical perspectives on adapting communication approaches, appreciating differences and building more effective, inclusive teams.

14:30 PM

Resilience Tools: Strengthening Performance and Wellbeing

Success Frontiers

In today's demanding work environment, resilience is an important skill for maintaining wellbeing and sustaining performance. Discover practical approaches to managing stress, responding positively to challenges and strengthening emotional resilience. This session introduces tools and techniques that individuals can apply to navigate workplace pressures, improve self-awareness and develop a healthier, more balanced approach to professional and personal challenges.

15:00 PM **Break**



AFTERNOON SESSIONS

15:30 PM

Sound Bath Therapy: A Moment to Pause and Recharge

Oaktree Fitness

Experience the calming effects of sound-based relaxation in this experiential wellbeing session. Discover how sound and mindful relaxation practices may help individuals unwind, manage everyday stress and create moments of calm amid busy schedules. Participants will be introduced to a different approach to personal wellbeing, encouraging greater awareness of the importance of rest, relaxation and self-care in supporting a healthier work-life balance.



WHY ATTEND

Practical ideas for safer, healthier and more inclusive workplaces

01

Support wellbeing before problems escalate

Recognise early signs of distress and explore supportive conversations through Psychological First Aid principles.

02

Strengthen inclusion and communication

Understand neurodiversity and personality differences, with ideas for more supportive workplace relationships.

03

Connect safety with everyday leadership

Explore ethical decisions, cardiac emergency preparedness and responsible AI adoption at work.

04

Experience wellbeing in practice

Take part in interactive workplace learning and a guided sound-based relaxation session.

WHO WILL BENEFIT

Learning and Wellbeing

HR, People and Culture, Learning and Development, Workplace Wellness, and Employee Wellbeing professionals.

Leaders and Business Functions

Business owners, SME leaders, department heads, managers, supervisors, team leaders, and corporate communications professionals.

TICKET

REGULAR

$370.60 per person

3 November – 15 November 2026

Including 9%GST

REGULAR CORPORATE GROUP (6+)

$366.89 per person

3 November – 15 November 2026

Including 9%GST

Ticket inclusions

- Full-day access to the SISO Academy Learning Symposium: Building Safe & Inclusive Workplaces
- Expert-led learning sessions on workplace wellbeing, diversity, equity and inclusion (DEI), mental wellness and workplace safety
- Networking opportunities with fellow professionals
- Buffet lunch and tea breaks
- Complimentary access to the WSHO Conference Exhibition, held in the adjacent hall

REGISTER FOR THE SYMPOSIUM

Visit the event page for programme details and registration.

https://shorturl.at/ZghLR

For enquiries, please contact enquiry@siso.org.sg or WhatsApp us at 8229 2068 or follow us Telegram at t.me/AcademySISO

SPEAKERS



Dr. Paul Cheak | Executive Director

SISO Academy

Dr Paul Cheak is the Executive Director of the Singapore Institution of Safety Officers (SISO) and SISO Academy, and an Associate Lecturer at SUSS. A finalist in the 2022 US National Safety Council Green Cross for Safety Advocate Awards, he authored “Why Safety Is Not By Accident”. He served almost 30 years in the Singapore Armed Forces in senior leadership roles covering corporate communications, intelligence, and leadership development. His qualifications include five master’s degrees, a PhD in Occupational Health and Safety, and CISSP certification. He holds an Associate Certified Coach (ACC) credential from the International Coaching Federation (ICF).



Dannie H. | Head of Academy & Learning Solutions

Well-being Champions Network / Kaleidoscope Labs

Dannie H. specialises in psychosocial wellbeing, helping people and organisations build resilience, reducing burnout and strengthen mental health at work. Drawing on over 30 years of experience in learning, leadership and operations, he delivers evidence-based, trauma-informed programmes that make wellbeing practical and accessible. He created and leads the national Well-Being First Responder Psychological First Aid Series and has delivered over 8,000 training hours in Psychological First Aid. His key focus areas include self-care, emotional regulation, supportive conversations and psychological safety. Through training and coaching, Dannie equips leaders and teams to create healthier, more supportive workplaces and sustain wellbeing and performance.



Hazleen Ahmad | Founder and Chair of Institute of Neurodiversity Singapore

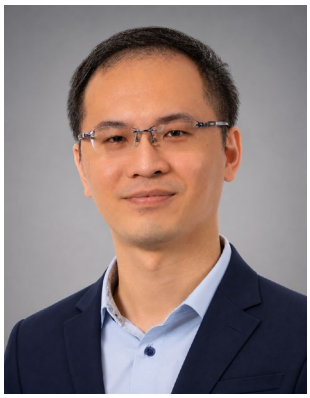
Neurodiversity Singapore

Hazleen Ahmad is a global thought leader, ecosystem builder, Applied Neuroscientist, and social impact strategist working at the intersection of neuroscience, neurodiversity, human potential, and the future of work.

As Founder of the Institute of Neurodiversity Singapore, Hazleen leads initiatives focused on translating neuroscience and neurodiversity insights into practical approaches for inclusive workplaces, leadership and human-centred transformation. Her work challenges conventional assumptions about talent and performance, helping organisations recognise different ways of thinking, learning, working, and contributing.

A sought-after international speaker, Hazleen brings a cross-sector perspective spanning business, neuroscience and social impact. For the SISO Academy Learning Symposium, she will introduce neurodiversity and its relevance in the workplace, exploring how recognising different needs and abilities can support wellbeing, psychological safety and everyday inclusion. Her approach encourages organisations to move beyond accommodation towards inclusion-by-design.

SPEAKERS



Lin Zicheng | Assistant Manager

Singapore Heart Foundation

Lin Zicheng is Assistant Manager, Heart Safe at the Singapore Heart Foundation (SHF), where he leads initiatives aimed at strengthening cardiac emergency preparedness in workplaces and the community. He has been actively involved in the Save-A-Life Initiative, CPR+AED training and Community First Responder engagement. Zicheng also spearheaded the development of the CLEAR (Cardiac Life Emergency Action Response) Programme and the Heart Safe Mark, Singapore's first workplace cardiac emergency preparedness recognition programme. Through his work with government agencies, healthcare institutions and employers, he advocates for safer, more prepared workplaces and a Heart-Safe Singapore



Ritika Datta | Founder and CEO

Hakopi

Ritika Datta is the founder and CEO of Hakopi, a boutique learning game design studio dedicated to creating immersive game-based learning experiences that spark meaningful conversation and drive lasting behavioural change.

She has designed award-winning games and simulations, partnering with organisations like Google, Macquarie, and LVMH to translate complex cultural priorities into practical, lived workplace behaviours.

As a behavioural psychologist, she brings an evidence-based lens to her work—ensuring that conversations around workplace experience, belonging, and inclusion are safe to explore, practical, and deeply impactful..



Nichole Yeo | Founder of Success Frontier

Success Frontier

Nichole Yeo is a trainer and facilitator specialising in leadership, communication, personal mastery and career development. A DISC and Emotional Intelligence Master Certified Trainer, she supports professionals in strengthening leadership capabilities, building effective relationships and achieving career growth. Her clients include GlaxoSmithKline, United Overseas Bank, Singapore Police Force and SkillsFuture Singapore. Previously Associate Director at the National University of Singapore’s Office of Alumni Relations, she led successful engagement initiatives and major events. Drawing on experience in public relations, project management and international teamwork, Nichole brings practical insights into cultural diversity, communication and collaboration. She holds a business degree from NTU.

SPEAKERS



Adrian Tan | Founder of Success Frontier

Success Frontier

For over 12 years, Adrian has elevated leadership and organizational effectiveness by cultivating resilience through interactive training and facilitation. Partnering with prominent clients such as GSK, UOB, Marsh, and Prudential, he has guided over 100 leaders using 360-degree feedback to build adaptive capacity, strengthen communication, and sustain team performance under pressure.

Employing an experiential, scenario-based approach, he empowers professionals with actionable strategies to navigate disruption, foster innovation, and achieve sustainable growth.



Fiona Kwan | Certified fitness and aerobics instructor

Oaktree Fitness

An associate lecturer in Polytechnic for over 18 years, Fiona teaches Sports and Wellness and Health and Wellness modules. As a certified fitness and aerobics instructor, she conducts classes in gyms, schools and companies, encouraging participants to stay active and develop healthy habits. Certified in active ageing, she also delivers exercise programmes for seniors, supporting mobility, physical fitness and wellbeing. In addition, as a certified sound therapist, she facilitates sound therapy sessions that offer opportunities for relaxation. Her work brings together education, movement and sound to support overall wellbeing across different ages and stages of life.