

Executive Sponsor of the Year

Winner //

CAROLYN COLE

This award celebrates a C-Suite executive leader who has championed mental wellbeing at the highest level.

Carolyn Cole is redefining executive sponsorship of workplace wellbeing – turning mental health from a set of initiatives into a core part of Lucion's culture, leadership and everyday employee experience.

From Executive Sponsorship to Cultural Change

Since joining Lucion as Chief People Officer in January 2025, Carolyn has transformed wellbeing across 500+ employees and 20+ sites, bringing 20 years of HR expertise and specialist mental health and wellbeing knowledge.

Rather than treating wellbeing as a communications exercise, Carolyn champions an individual, flexible and long-term approach. She actively sponsors Brew Crew, Lucion's men's mental health network, which has grown from a single initiative into a colleague-led community with four dedicated owners. She also supports Circles, the women's development



Carolyn has championed mandatory neurodiversity and menopause awareness training for all employees.

network combining wellbeing, connection and skills development.

Carolyn has turned employee listening into tangible change, driving a significantly enhanced family and life-event support package covering maternity, paternity, bereavement, baby loss and IVF leave. Recognised by Compassionate Employers as gold-standard practice, the flexible approach reflects her belief that people experience life events differently and need tailored support.

Education is equally central to her leadership. Carolyn has championed mandatory neurodiversity and menopause awareness training for all



employees, alongside Mental Health First Aiders and colleague networks including Brew Crew, Circles and the Rainbow Network.

Results & Impact

Carolyn's influence has shifted wellbeing from ad hoc activity to an ongoing organisational priority. Employee-led networks are growing, participation is increasing and wellbeing is increasingly embedded into everyday conversations, leadership decisions and employee support.

Colleagues describe her as a "breath of fresh air", transforming "box-

ticking into meaningful and tailored benefits", while Chief Commercial Director Ben Allison highlights how her Board influence ensures decisions are made through a people-centric lens.

Her impact is ultimately cultural: creating greater openness, reducing stigma and giving colleagues the confidence, knowledge and structures to take ownership of wellbeing. As colleague Dave Cage puts it, Carolyn "genuinely shifts company culture" by leading from the front, listening to feedback and turning empathy into action. ■

Judges' comments

- + Carolyn is a highly credible and impactful senior leader who has embedded mental health, inclusion and belonging into organisational culture.
- + Highly comprehensive and inclusive.

Shortlisted

- **Stella Gavinho**
Entain
- **Dr Stuart Hill**
Grain LNG