

This Can Happen Future Leader Award

Winner

Nick Jemetta, Sainsbury's

A category recognising a young future leader who has already made an impact on mental health in their workplace, and is paving the way for a better workplace for the future

Digital Product Lead Nicholas Jemetta has three passions in life: his family, mental health and wellbeing, and technology. As a doting father of two young children, Nicholas has found a way to balance his priorities at home with the two roles he performs for Sainsbury's, first as a Senior Digital Product Manager in the digital team, and secondly as Chair of the Mental Health and Wellbeing network in Sainsbury's Argos. As Chair of the project, Nicholas and a group of colleagues work with the Wellbeing and Diversity & Inclusion teams to create long-lasting changes in the business, encouraging dialogue to reduce the stigma surrounding mental health and wellbeing.

Using his own personal experience as motivation to make a difference to the world, it was Nicholas's proactivity, tenacity and determination that led to the creation of the network in Sainsbury's Argos. Until it was formed in late 2018, although there had been local activity, there was no central, focused group of like-minded individuals who could galvanise the business and support the broader wellbeing strategy.

Engaging and inspiring, Nicholas's story is one of hope and overcoming adversity. He has supported colleagues who are also considering sharing their experiences,



Nick Jemetta shares his message on multiple channels



**Mental Health
& Wellbeing**

preparing them for how they might feel before, during and after. His passion for encouraging them to take responsibility for their own wellbeing is evident in the amount of time he dedicates to sharing his

Highly Commended

Presented by:



own story, and raising awareness through social media channels.

Nicholas's efforts on reducing the stigma and starting the conversation go well beyond his commitments in the workplace. He's now blogging and vlogging about his experiences on personal social media channels, gaining significant traction and a growing engaged following. He's recently been accepted as a member of a social enterprise, bringing together some of the UK's leading campaigners and speakers on a range of issues, including mental health.

Achievements

In addition to creating and chairing the network, Nicholas lobbies and campaigns for change, recognising that change in an organisation of the scale of Sainsbury's can take time. As an Associate member of the Speaker's Collective, he is soon to talk about his work at universities, schools and businesses. Sainsbury's first mental health & wellbeing Yammer community is now the company's second largest diversity & inclusion community, counting more than 1,050 colleagues in Sainsbury's Argos as members, with over 3,000 messages posted and 9,000 likes.

Nicholas has led on several in-person events and is collaborating on a mental health podcast with a gender balance network. He hopes to secure more opportunities in the future with schools, universities and businesses so that he can get the chance to share his message with as many people as possible. ■

Judges' comments

Wow Nicholas! How inspiring to see so much passion behind ending the stigma! Your creation of the Mental Health and Wellbeing network in Sainsbury's Argos will no doubt deliver so much impact. Many congratulations for making such a difference both internally and externally!

Great reach across company – real delivery

Nick has it all for me: change agent, peer experience, inspiring leader, living proof change is possible

→ Shalah Akhtar
PwC

Shortlisted

→ Claude Asgill
Sir Robert McAlpine
→ Anastasia Vinnikova
Bank of England