



SCIENCE AND TECHNOLOGY ORGANIZATION  
COLLABORATION SUPPORT OFFICE



## HUMAN FACTORS & MEDICINE (HFM) PANEL

### CALL FOR PAPERS

#### HFM-RSY-302 Symposium on

## Evidence-based Leader Interventions for Health and Wellness



To be held in

Berlin, Germany

8-10 April 2019

The Symposium is OPEN to Partnership for Peace (PfP), Mediterranean Dialogue (MD) and Selected Contact Nations

#### DEADLINE FOR RECEIPT OF ABSTRACTS:

**Deadline: 28 September 2018**

**For information please contact:**

**Dr. Kelly Farley (Canada)** – [kelly.farley@forces.gc.ca](mailto:kelly.farley@forces.gc.ca)

**Cdr Ass.-Prof Dr. Stefan Sammito (Host Lead: Germany)** – [stefansammito@bundeswehr.org](mailto:stefansammito@bundeswehr.org)

## NATO's Science and Technology Organization (STO)

The NATO Science and Technology Organization (STO) is defined as the selective and rigorous generation and application of state-of-the-art, validated knowledge for defence and security purposes. S&T activities embrace scientific research, technology development, transition, application and field-testing, experimentation and a range of related scientific activities that include systems engineering, operational research and analysis, synthesis, integration and validation of knowledge derived through the scientific method.

NATO's S&T is addressed using the following business models:

- The Collaborative business model where NATO provides a forum where NATO Nations and partner Nations elect to use their national resources to define, conduct and promote cooperative research and information exchange;
- The In-House delivery business model where S&T activities are conducted in a NATO dedicated executive body, having its own personnel, capabilities and infrastructure.

The purpose of the NATO STO is to help position the Nations' and NATO's S&T investments as a strategic enabler of the knowledge and technology advantage for the defence and security posture of NATO Nations and partner Nations, by:

- Conducting and promoting S&T activities that augment and leverage the capabilities and programmes of the Alliance, the NATO Nations and the partner Nations, in support of NATO's objectives;
- Providing support to the activities conducted by the NATO Nations and NATO;
- Organizing and conducting scientific research and technology development and deliver innovative and field tested S&T solutions to address the defence and security needs of NATO Nations and partner Nations.

**The Human Factors and Medicine Panel (HFM) is part of the Science & Technology Organization, Collaboration and Support Office (STO-CSO): Consult our STO/CSO website at <http://www.sto.nato.int>**

**The HFM Panel** covers the fields of two complementary domains, which are represented in the two 'Area Committees':

A) The **Health, Medicine and Protection (HMP) Area** provides the scientific basis for establishing an operationally fit and healthy force, restoring health, minimizing disease and injury, optimizing human protection, sustainability and survivability. This encompasses research in the field of military medicine, physiology, psychology and human protection technology. Areas of interest include, among others, medical diagnosis, prevention, treatment and evacuation. HMP also focuses on enhancing human protection research on physiological and physical influences, e.g. of cold, heat, air pressure, noise, vibration, ionizing and non-ionizing radiation, acceleration, motion, biological and chemical effects on the human body, and developing appropriate countermeasures.

B) The **Human Systems and Behaviour (HSB) Area** provides the scientific basis and explores new technology for optimizing the performance of individuals, teams and organizations and their interaction with socio-technical systems to achieve highly effective mission performance. This encompasses research in the fields of human factors, human systems integration as well as cognitive, psycho-social, organizational and cultural aspects in military action. Contributions on Human Systems Integration cover complexity, total life-cycle affordability, human error and fatigue management, intelligent agents, human cognitive and physical resources management, anthropometry, human-machine interfaces, communication and teamwork, performance assessment, enhancement and aiding, training and function allocation in (semi)automated systems. Contributions on individual and team readiness cover values and ethics, leadership, multi-national operations, human enhancement and coping with mental, cognitive and physical demands on the individual. Contributions on organizational effectiveness encompass human resource management, training, interoperability, shared decision-making, synchronized situational awareness, resilience, understanding terrorism, psychological operations and coping with new demands on military organizations.

# Evidence-based Leader Interventions for Health and Wellness

## HFM-RSY-300 PROGRAMME COMMITTEE MEMBERS

### Chairpersons

<p><b>Dr. Kelly Farley (Canada)</b></p> <p><b>Director General Military Personnel Research and Analysis (Carling Campus) 101 Colonel By Drive Ottawa, Ontario K1A 0K2</b></p> <p><b>kelly.farley@forces.gc.ca</b></p>	<p><b>Cdr Ass.-Prof Dr. Stefan Sammito (Host Lead: Germany)</b></p> <p><b>Bundeswehr Medical Service Headquarters Section Health Promotion, Sport and Nutrition Medicine Von-Kuhl-Str. 50, 56070 Koblenz, Germany</b></p> <p><b>stefansammito@bundeswehr.org</b></p>
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### Organising Committee Members

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# Evidence-based Leader Interventions for Health and Wellness

## BACKGROUND

It has been more than a decade since NATO HFM examined leader strategies for addressing the health of their personnel (Military Leaders' Strategies for Addressing Stress and Psychological Support). Since then, casualties of combat operations in Afghanistan and Iraq have been the impetus toward a greater focus on health-related interventions. Current and recent HFM activities have examined health-related interventions, such as Complementary and Alternative Medicine, Optimized Nutrition, Suicide Prevention and Leadership Tools for Suicide Prevention to name a few. However, breakthroughs in the domains of leadership, organizational justice, motivation, work engagement, organizational commitment, workplace well-being, and job-related burnout, among others, have influenced models of health to include an increasing number of psychosocial factors. The result is a greater appreciation for a more holistic (or total) view of health and wellness in the workplace that has triggered action in public and private organizations, including the military. Moreover, scientific evidence demonstrates that employees are nested in multiple contexts, and each of these contexts influences employees' health and well-being, calling for multilevel models and research that move beyond the individual. Therefore, the most beneficial workplace well-being interventions are likely to combine multiple targets, including the organization, the unit (or team), and the individual. Accordingly, a current examination of evidence-based leader interventions to support service personnel health and wellness from a more holistic perspective is required.

## MILITARY RELEVANCE

Military organizations have a moral obligation to ensure the health and wellness of their personnel to the extent possible. Moreover, a physically and psychologically healthy workforce is essential to optimal individual and organizational readiness and functioning. Military leaders from the tactical to strategic level have the potential to support or thwart the well-being of their personnel, directly through their assignments and behaviour, and indirectly through their impact on initiatives, policies, climate and culture.

## SCIENTIFIC OBJECTIVE(S) AND EXPECTED ACHIEVEMENTS

The objective of this symposium is to bring together leading academics and military experts from a variety of health disciplines to consolidate current evidence-based leader interventions that support military personnel health and wellness from a holistic perspective in order to optimize individual and group functioning in operational and non-operational settings.

## SCIENTIFIC TOPICS TO BE COVERED

- Total Health and Wellness in a Military Context (scope, e.g., physical, psychological, spiritual, family, etc.)
- Risk and Protective Factors for Health and Wellness in a Military Context
- Current Leader Initiatives/Practices to Support Personnel Health and Wellness
- Evidence-based Leader Interventions and Tools for Health and Wellness at the Individual, Group, and Organizational Levels
- Gaps in Evidence-based Leader Interventions for Health and Wellness in the Military
- Barriers to Establishing/Identifying Evidence-based Leader Interventions for Health and Wellness in the Military
- High Risk Groups: Where Military Leader Interventions for Health and Wellness are Most Necessary

## Format

- Two Keynote speakers (one each day)
- Paper presentations and Panel discussion sessions
- Technical Evaluation Report (TER)

## Symposium products

- Symposium Meeting Proceedings (Published on STO website)
- Individual Papers
- TER Report

## **INSTRUCTIONS FOR ALL AUTHORS**

### **1. Introduction**

The two and a half-day Symposium will be held in Berlin, from 8-10 April 2019. It is supported by the Human Factors and Medicine Panel (HFM) of the Science & Technology Organization, Collaboration and Support Office (STO-CSO). All sessions of the HFM Symposium will be Public Releasable. Attendance at the HFM Symposium is by enrolment only. The Symposium audience will include experts from NATO, PfP and MD countries, as well as selected Contact Nations.

Authors are invited to submit papers for this Symposium. Papers and presentations **will be delivered in English only**. The Programme Committee will select papers, based on submitted abstracts that are considered suitable for presentation at the Symposium. We advocate evidence-based approaches, as well as fundamental or innovative papers, that contribute to the augmentation and solidification of the human autonomy teaming approach.

It is estimated that about 20 to 25 papers will be selected for oral presentations at the Symposium.

**Proposed abstracts should be sent to the Programme Committee Chairs** ([Kelly.farley@forces.gc.ca](mailto:Kelly.farley@forces.gc.ca) ; [Stefansammito@bundeswehr.org](mailto:Stefansammito@bundeswehr.org)). **Committee Members, AND to the CSO/HFM Panel Office** ([marie.linnet@cs0.nato.int](mailto:marie.linnet@cs0.nato.int)) and ([HFM@cs0.nato.int](mailto:HFM@cs0.nato.int)) **no later than 28 September 2018** (see Abstract instructions in the next pages).

Beginning of November 2018 all authors will be notified by the Programme Committee Chair whether or not their paper is selected. The time allowed for each speaker is normally 20 minutes, including 5 minutes for discussion. Equipment will be available for Power Point presentations. Details of the timing will be given in the Programme Announcement, which will be distributed by the CSO/HFM Panel Office to all.

End November 2018 the Programme Announcement will be displayed at the STO website ([www.sto.nato.int](http://www.sto.nato.int)) including enrolment details. By that time, authors of selected papers will also receive from the CSO/HFM Panel Office, Instructions for Authors, which will provide further details, as such as template to prepare your manuscript, template for clearance and detailed instructions for the presentation and transmission of short biographies. Instructions will be sent in November 2018 by CSO/HFM Panel Office.

### **IMPORTANT NOTE:**

**According to the Instructions, PAPERS will be expected by end of February 2019: Authors not submitting a full scientific paper will not be allowed to present at the meeting site (Maximum 25 pages including pictures and tables).** Therefore, Authors of selected papers MUST provide a full scientific paper, which will be published in an **official STO publication as Meeting Proceedings**. Also note that the written papers will be evaluated for their use by the Technical Evaluator, preceding the symposium and for that reason, must be delivered in time according to the instructions you will receive. This action is an important part of the Symposium activities as all manuscripts will be made available at the STO web site for all symposium attendees one week prior to the event (password protected).

Many publishers do not consider Proceedings articles to be pre-published. The intention is to develop the papers that qualify into a published book or special journal issue following the symposium.

**Authors of papers selected for presentation at NATO/STO/CSO Symposia are not financially supported by this organization. Therefore, before sending your abstract, you must ensure that you will be financially supported by your Organization/Nation for your travel to the meeting site.**

## 2. Abstracts.

Symposium abstracts should contain the following information:

### NATO-HFM-302 SYMPOSIUM

on

## **Evidence-based Leader Interventions for Health and Wellness**

### TITLE OF ABSTRACT/PAPER

Title/Rank, Full Name of Author/Co-Author(s)

Company/Affiliation

Complete mailing address

Telephone, Fax, E-mail

- A. LENGTH - 200 to 500 words
- B. CONTENT
- State for which objective (paragraph II above) and topic (paragraph III above) your paper is intended
  - Introduction/relevance to the Symposium
  - Rationale
  - Description of methods employed (when needed) and results or
  - Observations obtained
  - Conclusions
- C. IDENTIFICATION - Information on Attachment 1 must be provided with all abstracts
- D. SUBMITTAL - By all authors
- E. CLASSIFICATION - **Abstracts must be Public Releasable**

### 2.1 For US Authors and Non US Citizens Affiliated with US Organizations:

Abstracts and the Attachments 1 & 2 of this call-for-papers should be submitted via e-mail 2 weeks before the deadline to the U.S. P.O.C. ***ONLY, to obtain the National US approval.***

### 2.2 For Non US Authors (All other countries):

**Abstracts and Attachment 2** (Details of Authors Form) should be e-mailed in time to reach Dr. Farley and Ass.-Prof. Dr. Sammito - Programme Chairs ([Kelly.farley@forces.gc.ca](mailto:Kelly.farley@forces.gc.ca) [Stefansammito@bundeswehr.org](mailto:Stefansammito@bundeswehr.org)) and Members listed on page 3, as well as to the HFM Panel Office ([marie.linnet@csso.nato.int](mailto:marie.linnet@csso.nato.int)) and ([HFM@csso.nato.int](mailto:HFM@csso.nato.int)) **no later than 28 September 2018.**

It is the responsibility of the author to ensure that his/her abstract receives any necessary clearance before it is forwarded, and sufficient time should be allowed for this.

The 28 September 2018 date is important and must be met in order to ensure consideration.

Thank you for your contributions, which are highly appreciated by all the NATO community. Human Factors & Medicine Panel Assistant ([marie.linnet@csso.nato.int](mailto:marie.linnet@csso.nato.int))

**SPECIAL NOTICE FOR US AUTHORS &  
NON US CITIZENS AFFILIATED WITH US ORGANIZATIONS**

Abstracts of Papers from the U.S. must be sent **ONLY** to the following P.O.C.:

**NATO STO U.S. National Coordinator  
OASD (R&E)/International Technology Programs  
4800 Mark Center Drive  
Alexandria, VA 22350-3600  
E-mail: [osd.pentagon.ousd-atl.mbx.usnatcor@mail.mil](mailto:osd.pentagon.ousd-atl.mbx.usnatcor@mail.mil)  
Tel: +1 571 372 6538  
Fax: +1 571 372 6548**

PLEASE NOTE THE FOLLOWING:

1. All US Authors must submit one electronic copy to this POC at least TWO weeks prior (16 September 2018).
2. In addition to their abstract, all U.S. Authors must provide to the POC:
  - A certification (can be signed by the author) that there are no proprietary or copyright limitations;
  - Internal documentation from their local public affairs or foreign disclosure office (or equivalent) that clearly shows:
    - Title of the paper or presentation
    - Level of clearance (i.e., Approved for public release)
    - Name, title, and organization of the approval authority
  - Details of Author(s) Form (Attachment 2)
  - NOTE: Only complete packages (abstract plus all items listed above) will be accepted by the US POC.

After review and approval, the US POC will forward **all US abstracts with the Details of Authors Form** to the HFM Panel Assistant Office ([marie.linnet@cs0.nato.int](mailto:marie.linnet@cs0.nato.int)).

All US abstracts must be received directly from the US POC.

US abstracts will not be accepted directly from authors.

3. In the event, there are any questions or concerns with these requirements, U.S. authors are encouraged to contact the US POC as early as possible. Delays in meeting POC deadlines will impact the timely submission of your abstract.

**“DETAILS OF AUTHORS” FORM**

The purpose of this form is to correctly identify the author(s), the role of authors and co-authored papers, and to enable further communication.

**INSTRUCTIONS**

**Co-authored Papers**

- Authors should be listed in the order in which they should appear on the programme.
- Unless otherwise specified, the first listed author will be presumed to be the SENIOR and SPEAKER AUTHOR, i.e. the author having the major responsibility for the content of the paper, and a major interest in the result of the selection of papers.

**All Papers**

- The left-hand side box should include the following details:
  - Title or Rank, NAME, Surname
  - Nationality (mandatory)
  - Position, e.g. Head of Biodynamics
  - Affiliation, e.g. Firm or Organization
  - Telephone number - please show area/city code (unless you specify "home," it will be assumed to be your office number)
  - Fax number
  - E-mail address (VERY IMPORTANT – we are trying to use electronic Communications wherever possible)
- The right-hand side box is to include:
  - Correct postal address (Office) including POSTAL CODE

**PLEASE COMPLETE THIS FORM ELECTRONICALLY IN CAPITAL LETTERS**

Thank you for your co-operation



**DETAILS OF AUTHORS' FORM: for HFM-302 SYMPOSIUM, Berlin DEU 08-10 Apr 2019**

**Title of Paper:**

Title/Rank:            First name:            Last name: Nationality: Position: Affiliation: Telephone: E-mail address:	Office Address:
Title/Rank:            First name:            Last name: Nationality: Position: Affiliation: Telephone: E-mail address:	Office Address:
Title/Rank:            First name:            Last name: Nationality: Position: Affiliation: Telephone: E-mail address:	Office Address:
Title/Rank:            First name:            Last name: Nationality: Position: Affiliation: Telephone: E-mail address:	Office Address:

*Please complete this form and send a copy with your abstract **before 30 September 2018***

*- **US authors:** To [osd.pentagon.ousd-atl.mbx.usnatcor@mail.mil](mailto:osd.pentagon.ousd-atl.mbx.usnatcor@mail.mil) (2 weeks prior to the deadline)*

*- **Authors from Other Countries:** All Programme Committee Members and to CSO/HFM Panel Office ([marie.linnet@cs0.nato.int](mailto:marie.linnet@cs0.nato.int))*