



EMPOWERED WELLBEING SERVICES

PANEL DISCUSSION

MODERATOR



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Chief Executive Officer
KDCCI



September

NEWSLETTER



Connect · Advocate · Support

It starts with our conversations

2026

Empowered Wellbeing Services

Welcome to September

Welcome!

Anyone else just blink and it was September?

I have a lot to be grateful for in August and am already thankful for what is yet to come.

A common theme for August was around the importance of conversations. Just having one that is purposeful. Doesn't have to be big, but just having one and seeing where it takes you. This theme is the driving force behind upcoming projects supporting other businesses spark conversations.

Instead of a community member spotlight this month, I want to take this opportunity to launch into the theme of conversations as we move into R U OK Day?, Mental Health Month, Men's Mental Health Month and Christmas. All significant times coming up that deserve more than posters and social media posts.

I look forward to updating you on September in what will feel like one minutes time, I'm sure!

Happy September, everyone!

Brooke Josephsen



“I’ve welcomed conversations about inclusion & diversity, and matrescence in the workplace from other businesses this month.”



What's Been Happening?



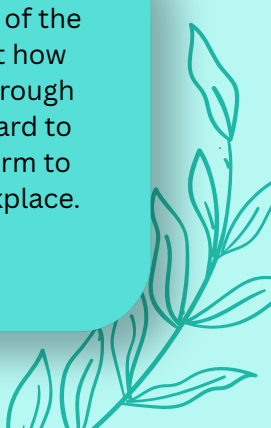
I was invited by the KDCCI to speak as a panellist at their Breakfast Briefing: Small Businesses, event, to comment on the WHS obligations for SMEs around psychosocial risks, the pressures they feel, the challenges to respond and particularly, inclusion and diversity as a psychosocial risk. Being part of this conversation was important to me because I want SMEs to know there is support in this space and encourage them to have a conversation with staff about what is making it harder to their job and working towards fair and reasonable action. I also want them to converse and collaborate with other SMEs to share knowledge and resources to help support their processes to identify and respond to psychosocial risks in their workplace. It doesn't have to be hard to shift change for better workplace wellbeing.



I have partnered with Asset Protect WA, to bring to their *Pilbara Safe Conversations* project to life and this month we finalised details in time to launch the project to the community in September. The purpose of this project is for conversations about mental health, and inclusion and diversity to continue beyond once off months. The research shows that support for mental health and wellbeing needs to be localised, meaning being available locally. The project recognises that small towns make it harder for people to be vulnerable about their mental health and their needs for inclusivity in the workforce and community; therefore, respecting anonymity. With the support of other businesses and sponsors, this project aims to provide regular opportunities for community conversations in this space and to evolve its support.



Other workshops are also in the process of being finalised which will round out the rest of the year for me. These workshops are in response to conversations had with leaders about how they sustain their own leadership and how they create more inclusive environments through professional development and their internal systems and processes. I am looking forward to sharing updates on these workshops as they are extremely important to me as a platform to open up these conversations and for those who attend to continue them into their workplace.



This months theme:

Conversations



One of the contradictions of living in a small town is that you can be surrounded by familiar faces and still feel alone.

In the Pilbara, it is easy to assume we know how someone is going because we see them regularly, at school pick-up, community events or around town. However, familiarity is not the same as connection. Sometimes, the most meaningful thing we can do is stop, ask genuine questions and make someone feel safe enough to share an honest response.

If you're honest with yourself, do you feel like you provide this opportunity to others, but do you also receive this from others?

In our region, we are often without extended family support, babysitters are hard to come by, spare time is taken up with extra-curricular commitments, filling in shifts, travel is long and before you know it, you're like me and finally catching up with a good friend and realising it's been a year to the date without meaning for it to go that long between lunches!

Neither of us meant it and fortunately, we are those friends that can go extended periods of times without contact and pick up where we left off. I really value this friendship and I know we both have each other's backs, but I still don't feel good it had been a year between chats. I'd hate to find out my friend had been battling something hard and because time had past, they didn't reach out! I know I want to do better with this friendship because this lunch (like many lunches over the years had), did open up conversation, deep reflection and possibility for my friend. I am really excited to see what will unfold for them and knowing what's been going on, I can continue to provide the support I can. Don't worry, we've diarised a catch up next month! It's happening. I walked away feeling grateful I they'd given me the same space to share openly and honestly and it made me think, how many others are going a year without a chat.



Conversations

One of the key talking points at the KDCCI Breakfast Briefing, was about collaboration for small businesses.

Collaboration can only start with a conversation and what do I mean by collaboration? I don't mean joint projects, I mean picking up the phone and calling another business owner and asking what they do in a particular scenario, asking do they have resources they can share etc. The conversation that sparked this is that we know SMEs are hold the same legislative responsibility as corporations, but with less resources. Why are SMEs not asking for opportunities to collaborate?

If two businesses want to provide professional development for their staff, why are they not collaborating to access a provider for both businesses? This reduces delivery and associated costs, and provides the necessary upskilling.

It's not happening, because the conversation isn't being had in the first place between businesses about how they can overcome common challenges!

SMEs can learn a lot from each other, particularly when they share unique challenges just from being based in the Pilbara. The barrier to having these conversations comes down to fear. Fear that there will be the perception that a business is underperforming, failing in an area, judged for their processes etc. As a business owner, I feel this too. You're constantly comparing yourself to others and worrying you're behind, missing opportunities, telling yourself you need to hustle more. But could it also just be about working smarter not harder by reaching out, having a conversation and collaborating?



Solaris Cancer Care Conversations

Recently I met with Toyah McCarthy, who is working with Solaris Cancer Care, who is establishing support for patients and families impacted by cancer.

The conversation was a welcomed one because I, like many of us, know the toll and grief cancer can have on a family here in the Pilbara. It was genuine interest to learn about Solaris Cancer Care and Toyah's role.

I'd like to take this conversation a step further and share with my community a bit about Solaris Cancer Care, just in case, it lands with at least one reader about their services and how they can contact them for support individually, or by businesses who may be looking to provide support in the workplace.

Solaris Cancer Care want the community to know that cancer can impact not only the person diagnosed, but also their family, friends, colleagues and community.

Solaris Cancer Care's Pilbara Cancer Support Navigator is available to support people affected by cancer, their families and carers across the Pilbara.

From diagnosis through treatment and beyond, the Navigator can help people access trusted information and resources, connect with local services and support, and navigate care between cancer professionals in the Pilbara and Perth.

If you, a colleague, family member of someone you know is affected by cancer, support is available.

Contact the Pilbara Cancer Support Navigator:

 0484 244 526

 pilbarasupport@solariscancercare.org.au

Please feel free to share these details with anyone in your workplace or community who may benefit from this support.

This initiative is generously funded by Hancock Iron Order and Hancock Prospecting.





Looking ahead to

September

September is about consolidating the hard work! Here's a sneak peek at what's ahead...



Mental Health Month Prep

I am continuing to work with clients who plan to deliver tailored and intentional support this upcoming Mental Health Month (October). Get in touch if you're also wanting to do the same!



Leadership Workshop

I have a very special workshop delivered as a joint partnership this month and am looking forward to connecting with the community at this event. More details of this will be shared next month, so stay tuned.



Thank you!

for being part of our community
Together we're creating healthier workplaces
and healthier communities.

SEE YOU NEXT MONTH!



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