

people for success

Respect@Work program series

Showing Respect@Work
Embracing Diversity & Inclusion
Building a Feedback Culture

WORKPLACE BEHAVIOUR EXPERTS

Have you taken all reasonable steps to prevent sexual harassment & psychosocial hazards at work?

→ Changes to the Law

The Federal Government changed the law in late 2022. The laws have imposed a new 'positive duty' on all employers. This requires all employers to take reasonable steps to eliminate sexual harassment from occurring in the workplace. Responding to complaints when they arise is no longer enough. **There is no exemption under this law** - not even for small businesses. No matter the size of the business, if reasonable steps are not taken to eliminate sexual harassment and sex-based harassment in the workplace, the employer could be held liable and face considerable financial and reputational damage to the business.

→ Already in effect

The new 'positive duty' on employers will take effect from 13 December 2023.

→ Manage your risk

Our Respect@Work series minimises the risk of work-related psychosocial hazard stress claims by educating people on things and situations that could potentially harm workers and others at the workplace.

→ We can support you

Our Respect@Work programs support leaders and teams to create a psychologically safe and respectful workplace. They support the organisation to prevent workplace discrimination, bullying and sexual harassment by helping team members understand the harm those behaviours cause. It provides practical case studies, bystander strategies and clarification of the reporting & escalation process.

→ Training Approach

This is more than a tick-box program, it is an ingredient in cultural change. The facilitator asks people "To do the right thing because it's the right thing to do." The facilitator has an engaging style, shares stories, and presents excellent case studies. Vibrant discussion and a bit of humour help people engage with this serious subject.



Healthy Workplace Behaviour = High Engagement & Performance and less Stress related Claims

BOOK IN A CONSULTATION

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SHOWING RESPECT@WORK



Program Summary

This program focuses on creating a psychologically safe and respectful workplace. It will support the organisation in preventing workplace discrimination, bullying and sexual harassment by helping team members understand the harm those behaviours cause on well-being and productivity. It provides practical role-plays, bystander strategies, and clarification of the reporting & escalation process. This program supports the implementation of the Respect@Work legislation which places a positive duty on employers to prevent workplace sexual harassment, sex discrimination and victimisation at work. This program is highly interactive, fun and enlightening.



Program Objectives

- Understand the new **Respect@Work Laws** and Legislation and how to comply with them.
- Explore the Results of the National Inquiry into **Sexual Harassment** in Australian Workplaces.
- Articulate the specific workplace behaviours that constitute sexual harassment.
- Learn of the most common types of sexual harassment.
- Discover how power disparities drive sexual harassment at work.
- Be clear about the devastating impact of sexual harassment.
- Articulate the workplace actions that could be **Discriminatory**.
- Understand that it is unlawful to discriminate based on a number of protected attributes i.e. age.
- Understand discrimination through the lens of neuroscience.
- Learn about unconscious bias, stereotyping, and 'heuristics.'
- Articulate the specific workplace behaviours that constitute **Bullying**.
- Distinguish between what is bullying and good management practice.
- Understand how retorts to calling out poor behaviour like "I was just joking" and "You're too sensitive" may be bullying.
- Develop active bystander behaviours.
- Choose from four active bystander behaviours to safely intervene.
- Work through active bystander case studies.
- Understand that everyone has a role in building psychologically safe and respectful workplaces.

PARTICIPANTS

Suitable for staff at all levels and is relevant for all workplaces

LENGTH

2 hour or 3.5 hour workshop

TOPICS

- Respect@Work Law
- Psychological safety
- What is, Sexual Harassment, Bullying and Discrimination
- Bystander interventions
- Neuroscience
- Power dynamics

YOUR FACILITATOR

Kristyn Haywood
People for Success



For over 20 years, Kristyn has delivered quality leadership education to thousands of managers in Australia and overseas in almost every industry. She has a Master of Business, Advanced Diploma in HR and over a dozen coaching qualifications including Master Practitioner and Trainer in NLP. Kristyn is a highly experienced executive coach, facilitator and key note speaker.

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CREATING A FEEDBACK CULTURE



Program Summary

This program is the perfect follow-on from Respect@Work. It will support the organisation in creating a psychologically safe and respectful 'feedback culture' where staff are competent at giving and receiving high-quality feedback without blaming, defending, justifying, or shaming themselves or others. It educates team members on how to use constructive language to encourage growth and understanding, rather than defensiveness. The program is highly interactive with fun role-plays and deep values-driven discussions. People attending this program often comment how helpful it has been with their personal relationships



Program Objectives

- Understand the line between acceptable and unacceptable behaviour using the 'above-the-line' and 'below-the-line' activity, tailored to the team.
- Explore the common workplace situations that trigger people to react below the line.
- Reduce common workplace triggers that impact emotional well-being, and therefore productivity, at work.
- Understand the neuroscience behind defensive reactions.
- Encourage people to take responsibility for their own triggers, rather than blaming triggers on other people.
- Learn a couple of nervous system self-regulating techniques.
- Explore the neurodiversity wheel and how people with neurodiversity and trauma may react more intensely to events.
- Get comfortable calling out behaviour (not the person) in a compassionate way.
- Set positive intentions for every constructive conversation.
- Learn specific emotional language to give the best chance of the recipient understanding and growing from the feedback.
- Use the 4-stage feedback framework.
- Practice conversations that call out below-the-line behaviour.
- Provide tips on how to receive feedback with gratitude.
There's no point in giving feedback if it results in a defensive reaction.
- Discuss the possibility of forgiving others' behaviour. Life is too short.



PARTICIPANTS

Suitable for staff at all levels and is relevant for all workplaces

LENGTH

3.5 hour workshop

TOPICS

- Above-the-Line behaviour
- Common workplace triggers
- Neurodiversity
- Behaviour not Person
- Compassionate conversations
- Receiving feedback with grace

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EMBRACING DIVERSITY & CREATING AN INCLUSIVE CULTURE



Program Summary

This program focuses on teaching leaders and teams how to create an inclusive workplace whilst embracing diversity. A workplace that is genuinely and sustainably equitable for all, regardless of gender, age, disability status, sexual orientation, gender identity, ethnicity or religious or cultural background lends itself to many high-level goals, such as increased innovation, efficiency and better results. The program includes courageous dialogue, practical solutions and applications to identify and address unconscious bias, stereotypes, prejudice and double-binds. It's the program to promote awareness and true learning through courageous dialogue and practical tools to create meaningful and long-lasting change.



Program Objectives

- Understand how building a culture of inclusion improves engagement and performance. i.e. people want to give their best.
- Recognise the influence of unconscious bias, stereotypes, double-binds and prejudice, and how to address them.
- Be captivated and curious about the neuroscience behind the bias.
- Create greater self-awareness by identifying the most common forms of bias and how they can affect our beliefs and actions.
- Describe micro-inequities and micro-aggressions and how they can affect company culture.
- Learn which minority groups are rated as 'high performers' on one hand and on the other rated as having 'less potential.'
- Develop strategies and actions to begin to break down bias in the workplace and encourage inclusiveness.
- Practice having courageous conversations to address bias, stereotypes, double-binds and prejudice.

PARTICIPANTS

Suitable for staff at all levels and is relevant for all workplaces

LENGTH

3.5 hours

TOPICS

- Culture of inclusivity
- Unconscious bias, stereotypes, double-binds, prejudice.
- Micro-inequities & micro-aggressions.
- Performance/Potential bias
- Strategies for positive culture

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