



Respect@Work

program series

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.

We can Support You

Our Respect@Work programs support leaders and teams to create psychologically safe and respectful workplaces. They support organisations to prevent and appropriately respond to disrespectful behaviour by providing the knowledge and practical tools to take responsibility for setting a positive tone at work.

Minimise your Risk

Our Respect@Work series minimises the risk of work-related psychosocial hazard stress claims by educating leaders and workers on how to recognise potential hazards and prevent harm.

Quality Education

People for Success has been delivering quality education training for over 20 years. This series, consisting of seven workshops, is more than a tick-box approach to learning; each training program is an ingredient in positive cultural change. We invite people to "Do the right thing, because it's the right thing to do", which results in sustained attitudinal change. The programs are delivered in a personally engaging, vibrant and fun way to facilitate transformational learning.



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

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Respect@Work series

Showing Respect@Work



Program Overview

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 to well-being and productivity. It provides practical role-plays and clarification of the reporting and 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.



SUITABLE FOR PEOPLE LEADERS & TEAMS

3.5-HOUR WORKSHOP (LEADERS) 2.5-HOUR WORKSHOP (TEAMS)

**PEOPLE FOR
SUCCESS**



Program Outcomes

- Provide clear Respect@Work legal obligations and specific compliance actions.
- Explore the Results of the National Inquiry into Sexual Harassment in Australian Workplaces.
- Articulate the specific workplace behaviours that constitute sexual harassment.
- Build awareness of common types of sexual harassment, such as sexually explicit jokes.
- Discover how power disparities drive sexual harassment at work.
- Be clear about the devastating impact of sexual harassment on all parties.
- Articulate the workplace actions that constitute Discrimination Australian workplace law.
- Understand that it is unlawful to discriminate based on several protected attributes i.e. age, gender, sexual orientation etc.
- Understand discrimination and bias through the lens of neuroscience with reference to unconscious bias, stereotyping, and heuristics.
- Articulate the specific workplace behaviours that constitute Bullying according to Australian workplace law.
- Distinguish between what is bullying and good management practice.
- Understand the subtle yet harmful workplace bullying known as 'gaslighting'.
- Understand everyone has a role in building psychologically safe and respectful workplaces.



**Improve Wellbeing & Reduce
Psychosocial Hazards**



**Prevent Harassment and
Strengthen Respectful Cultures**

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Respect@Work series

Leading with Psychological Safety

Program Overview

This program equips leaders to reduce psychosocial risk through practical leadership behaviour. Grounded in Australian legislation, psychological safety research, and neuroscience, leaders learn how everyday behaviours either increase or reduce risk in their teams. The workshop translates evidence into structured tools that help supervisors regulate under pressure, hold clear conversations, and maintain both safety and operational standards. Highly interactive and grounded in real-world plant scenarios, the workshop blends psychosocial hazard awareness, psychological safety frameworks, stress regulation techniques, and structured conversation practice.



SUITABLE FOR PEOPLE LEADERS OF ALL EXPERIENCE
3.5-HOUR WORKSHOP

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Program Outcomes

- Recognise common psychosocial hazards and understand how leadership behaviour can either increase or reduce risk.
- Understand psychological safety as a practical risk mitigation mechanism, not a soft concept, but a critical performance and safety foundation.
- Identify the behaviours that strengthen or erode safety across the Four Stages: Inclusion, Learner, Contributor, and Challenger.
- Recognise early signs of Restriction or pressure without protection (Exploitation) before harm escalates.
- Understand Freeze, Flight, Fight & Fawn responses in workplace settings and reduce personalisation of strong reactions.
- Regulate emotions under pressure using simple, practical nervous-reset-system strategies.
- Apply the ORPACK structured conversation framework to reduce defensiveness while maintaining standards and accountability.
- Lead clear, steady, and structured conversations that balance support, clarity, and decisive action.



Minimise risks & prevent
psychosocial hazards & work



Foster Trust and Supportive
Leadership Practices



Respect@Work series

Creating a Feedback Culture



Program Overview

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



SUITABLE FOR PEOPLE LEADERS & TEAMS
3.5-HOUR WORKSHOP

**PEOPLE FOR
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Program Outcomes

- Understand the line between acceptable and unacceptable behaviour using the 'above-the-line' and 'below-the-line' activity, tailored to the team.
- Explore common workplace situations that trigger people to react below the line.
- Reduce workplace triggers that impact emotional well-being and, consequently, productivity at work.
- Understand the neuroscience behind defensive reactions.
- Encourage people to take responsibility for their triggers, rather than blaming them on others.
- Learn nervous system self-regulating techniques.
- Explore the neurodiversity wheel and how neurodiversity and trauma can affect people differently.
- Get comfortable calling out behaviour (not the person) in a compassionate way.
- Learn specific emotional language to give the recipient the best chance of understanding and growing from feedback.
- Apply the ORPACK structured conversation framework to clarify boundaries, and needs
- Practice conversations that call out below-the-line behaviour using the framework.
- Provide tips on how to receive feedback with gratitude.



Elevate Engagement and
Growth-Focused Feedback



Build Open, Constructive
Communication Norms



Respect@Work series

Inclusive, Diverse Teams



Program Overview

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, 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 genuine learning through courageous dialogue and practical tools to create meaningful and long-lasting change.



SUITABLE FOR PEOPLE LEADERS & TEAMS
3.5-HOUR WORKSHOP



Program Outcomes

- 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 as having 'less potential' on the other.
- 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.
- Put inclusion into practice through simple habits, such as slowing down recruitment decisions, creating space for quieter voices, and actively seeking perspectives that may be overlooked.



**Boost Innovation through
Diverse Perspectives**



**Cultivate Belonging and
Equitable Collaboration**



Respect@Work series

Unconscious Bias Training



Program Overview

This interactive session explores unconscious bias through the lens of neuroscience and personal impact shedding light on how our brain's wiring creates biases that can unintentionally harm individuals and their experience and progress at work. Participants will learn about the neural processes that drive bias, understand the real harm these biases can inflict on people, and develop practical strategies to build new neural pathways that support empathy and fairness. Through self-reflection, group discussion, and experiential activities, this training invites participants to connect emotionally and intellectually with the journey toward a more inclusive workplace.



SUITABLE FOR PEOPLE LEADERS & TEAMS
2-HOUR WORKSHOP

PEOPLE FOR
SUCCESS



Program Outcomes

- Develop a deep understanding of unconscious bias, including the neural mechanisms that shape automatic judgments.
- Recognise the harm that unconscious bias inflicts on people and how it undermines potential, damages relationships and erodes self-confidence.
- Increase self-awareness through interactive exercises and reflective self-assessments.
- Learn and practise brain-based strategies to slow automatic responses, challenge ingrained assumptions, and override the brain's natural biased tendencies.
- Leave with actionable takeaways and heartfelt inspiration to foster personal and organisational change, building a work environment where every individual feels valued and supported.
- Cultivate allyship and intervention skills by practising how to recognise and speak up against biased remarks or decisions in real time, fostering a culture of mutual support.
- Integrate bias-checks into everyday processes by co-designing simple prompts or "stop-and-reflect" moments in recruitment, performance reviews and project kick-offs to ensure fairness is built into your workflows.



Raise Bias Awareness and
Interrupt Unfair Judgements



Embed Fairness into Everyday
Decision-Making

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Respect@Work series

How to be an Upstander



Program Overview

Upstander training empowers individuals to safely intervene in situations of harassment or bullying using effective communication and de-escalation techniques. The training, delivered through role-playing exercises, emphasises recognising early warning signs and fostering a community grounded in inclusivity, accountability, and respect. They will also explore methods for debriefing and supporting colleagues after interventions, reinforcing a sustainable culture of respect and accountability.

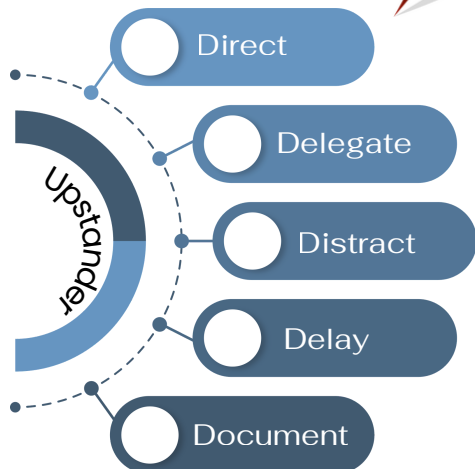


SUITABLE FOR PEOPLE LEADERS & TEAMS
2-HOUR WORKSHOP

PEOPLE FOR
SUCCESS

Program Outcomes

- Understand what being an Upstander is and why it's critical to building respectful workplaces.
- Recognise the early warning signs or subtle cues or behaviours that indicate a situation may be escalating toward harassment, bullying, or other harmful conduct.
- Develop confidence to step in safely and effectively when witnessing inappropriate behaviour.
- Learn and practice 4 Upstander interventions tailored to your work environment.
- Understand that everyone can do their part to foster a culture of respect and accountability at work.



Empower Intervention and
Accountability Behaviours



Normalise Safe, Respectful
Responses to Harm

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Constructive Performance Conversations



Program Overview

This motivating and practical session helps leaders approach performance conversations with greater clarity, confidence and care. It begins by reconnecting leaders with their values, so they understand why these conversations matter, not only for accountability, but for team wellbeing, customer service, trust and results. Participants learn how avoiding performance conversations allows issues to grow, affecting morale, teamwork, motivation and standards. The program also equips leaders to stay calm when others respond with defensiveness, frustration or emotion whilst holding team members to account.



SUITABLE FOR PEOPLE LEADERS
3.5-HOUR WORKSHOP



Program Outcomes

- Reconnect with personal values to find the courage to address performance issues early.
- Recognise the organisational cost of avoided performance conversations, including reduced performance, lower morale, poorer teamwork, weaker customer service and diminished accountability.
- Clarify expectations around roles, standards, behaviours and performance requirements.
- Develop the confidence to lead constructive performance conversations with clarity, care and professionalism.
- Apply the ORPACK structured conversation framework to address performance and behavioural concerns in a clear and respectful way.
- Recognise and manage defensiveness, blame, justification and other emotional responses in performance conversations.
- Stay calm and grounded when others respond with discomfort, frustration or strong emotion.
- Shift conversations from avoidance and problem-focus to accountability, ownership and practical next steps.
- Build the confidence to address underperformance and difficult workplace behaviours.
- Follow up effectively after performance conversations to reinforce expectations.



Clarify Expectations and
Align Performance Goals



Reduce Conflict through
Solution-Oriented Dialogue

