



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. It provides practical role-plays, bystander strategies 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.



Program Objectives

- Understand the new Respect@Work Laws and Legislation and how to comply with them.
- Identify safe and unsafe workplace behaviours including what constitutes discrimination, bullying and sexual harassment.
- Discuss case studies to demonstrate safe and unsafe behaviours.
- Through the lens of neuroscience understand how unconscious bias leads to discrimination.
- Develop active bystander behaviours.
- Role-play sexual harassment and bystander interventions.
- Understand the power dynamics behind disrespectful behaviour.
- Understand that everyone has a role in building psychologically safe and respectful workplaces.



Training Approach

This is more than a tick-box program to meet legislative requirements, it is an ingredient in cultural change. This program appeals to the 'common good' values of the participants. It asks them "To do the right thing because it's the right thing to do." Kristyn has an engaging style, will share first-hand stories, and present excellent case studies. Polls, vibrant discussion, and a little bit of humour help people engage with this serious subject.



PARTICIPANTS

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

LENGTH

3.5 hours

TOPICS

- Respect@Work Law
- Psychological safety
- Safe and unsafe behaviours
- Examine case studies
- Bystander interventions
- Power dynamics
- Being a good human

YOUR FACILITATOR

Kristyn Haywood

People for Success



For over 15 years, Kristyn has delivered quality leadership education in Australia and overseas. 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 an executive coach, facilitator and key note speaker.

Before founding People for Success Kristyn was a HR Executive. She's well qualified to teach @Respect at Work and brings vibrant discussion to the training with real experiences.

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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.



Training Approach

This is more than a tick-box program to meet legislative requirements, it is an ingredient in cultural change. This program appeals to the 'common good' values of the participants. It asks them "To do the right thing because it's the right thing to do." The facilitator has an engaging style, will share first-hand stories, and present excellent case studies. Polls, vibrant discussion, and a little bit of humour help people engage with this serious subject.



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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
- Courageous conversations

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Before founding People for Success Kristyn was a HR Executive. She's well qualified to teach Diversity & Inclusion and brings vibrant discussion to the training with real experiences.





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 hours

TOPICS

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

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