Managing Psycho-Social Safety in the Workplace

TRAINING

Uplifting employee well-being, mental health and resilience

Facilitated by
MALCOLM DAWES
Managing Director
DTA WORLDWIDE

Online → 22 & 29 February 2024 (Thursday)

PUBLIC SECTOR NETWORK

Certified B Corporation

Overview

Managing psycho-social safety in the workplace has evolved significantly over the years. Historically, workplace safety primarily focused on physical hazards, but as our understanding of mental health and well-being has grown, so too has the recognition of the importance of addressing psycho-social factors.

Managing psycho-social safety in the workplace has been proven to yield numerous advantages. According to a study conducted by the World Health Organization, workplaces that prioritize employee well-being and mental health experience a 22% increase in productivity, a 37% reduction in absenteeism, and a 21% decrease in workplace accidents (WHO, 2020). Moreover, fostering a psychologically safe environment can result in a 50% reduction in employee turnover, saving organizations substantial recruitment and training costs while boosting employee loyalty and engagement (Harvard Business Review, 2019).

However, organizations that fail to prioritize uplifting employee well-being, mental health, and resilience are missing out on significant benefits. Research by Deloitte reveals that companies that do not invest in employee mental health initiatives incur an average cost of $1,645 per employee due to decreased productivity and increased absenteeism. Furthermore, they risk creating a toxic work culture that can lead to higher turnover rates and difficulties in attracting top talent. Neglecting employee mental health can also result in potential legal and reputational issues for organizations, as employees are increasingly demanding a workplace that values their well-being and mental health (Deloitte, 2021).

PSN's Managing Psycho-Social Safety in the Workplace program is designed to provide HR leaders with valuable insights for recognizing potential risks and growth opportunities. Participants will gain a deeper understanding of neurobiology's influence on behavior and well-being and learn practical strategies and accommodations to enhance well-being and resilience in the workplace. This program combines presentations, discussions, and interactive activities, ensuring attendees leave with actionable insights to enhance psycho-social safety, elevate productivity, foster engagement, and create a thriving environment for employees.

Learning Outcomes

- **Understand** the principles of psychological health and safety
- **Identify** and assess psychological health and safety risks in your workplace
- **Gain** an overview of regulations and their implications for you
- **Build** insights on neuro-biology and its links to behaviours
- **Insights** to create an action plan to create a safe workplace
- **Know** and establish control measures in your organisation

Why Attend

- **Learn** how to improve employee well-being, mental health and resilience
- **Identify** the gaps in your current policies and procedure and opportunities for improvement
- **Understand** what good looks like and uncover the benchmarks of effectiveness
- **Gain** insights into the practical improvements and adjustments to boost productivity and improve well-being

Who Should Attend

- HR and Human Resources
- People and Culture
- Well Being
- Mental Health
- Occupational Health and Safety
- Workforce Planning
- Employee Experience

Meet Your Facilitator

MALCOLM DAWES
Managing Director
DTA WORLDWIDE

Malcolm Dawes is the most sought-after authority on people performance and effectiveness. He is a recognised expert in showing people how to increase their interaction effectiveness through behavioural change. For many years, Malcolm has experienced first-hand the struggles senior executives face with accelerating the performance of their teams. More recently he has worked with organisations on emotional intelligence and resilience through the global pandemic.

Malcolm has appeared on a host of radio and TV interviews; in The Australian Financial Review Business Magazine and had articles published in numerous journals. Malcolm has been a guest speaker at conferences and seminars around the world; and has been a judge of the PRIME Awards since their inception in 2005.

Married and a father of three sons, his career has included many disciplines including retail, nursing, marketing, sales management and organisational performance. In his spare time, he is a Deputy Captain with the New South Wales Rural Fire Service; being awarded with the National Emergency Medal for his service in the 2019/20 Australian bush fire crisis.

In his latest book "Team Performance: Why Can't We All Get Along?" Malcolm dispels ten myths that many senior executives have about unlocking the true potential of their teams. He highlights the core issues of human nature and shows how understanding behaviours as a leader and co-worker is the key to team success.

Preparation

This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you are facing in your organisation.

To participate you'll need:

- A computer with camera and microphone
- Strong internet connection
- Quiet, well-lit space
- Current challenges you are facing

Register Early & Save

Extra Early Bird	Early Bird	Standard Price
Register by 24th Nov	Register by 12th Jan	Register by 21st Feb
$795 + GST	$995 + GST	$1,195 + GST
Save $400	Save $200	-

CLICK HERE TO REGISTER

*Group Discounts Available - Contact Registration at

registrations@publicsectornetwork.com or Call on **(02) 9057 9070**

Explore the Agenda

10:00am   **Welcome and Introduction**

10:15am   **Module 1: Understanding Psycho-Social Hazards at Work**

Managing psychosocial hazards at work - Code of Practice
- Recognising and identifying psycho-social hazard in the workplace
- Assessing and understanding the impact on employee well-being and workplace culture
- Discussing prevention and control measures

11:00am   **Break**

11:10am   **Risks to your organisation**
- Risks to the employee from burnout, depression and anxiety and other mental health issues
- Risks to the organisations: Absenteeism, high turnover and impact on culture
- Legal and financial implications

11:50am   **Lunch**

12:20pm   **Module 2: Creating a Good Mental Fitness Environment**

How can we create a good mental fitness environment
- The importance of open communication and support
- Encouraging and enabling work-life balance and self- care
- Fostering a positive and inclusive culture

01:05pm   **EDSO – How neurobiology plays a significant part in leadership**
- Recognising and identifying psycho-social hazard in the workplace
- Improving emotional intelligence and empathy
- Unpacking cognitive flexibility and decision-making

01:50pm   **Break**

01:55pm   **Breakout Group Activity**

02:25pm   **Closing Remarks**

02:30pm   **End of Day 1**

10:00am **Welcome and Recap**

10:15am **Module 3: Creating Safe Workplaces**

How can leaders use neurobiology to create good work environments?
- Promote psychological safety at work and enable connectedness and openness
- Practices and policies to improve employee well-being
- Fostering a culture of continuous improvement and setting benchmarks

11:00am **Break**

11:10am **What can be done to educate your organisation?**
- Tailoring the messaging for your intended audience
- Shift mindsets and change behaviours
- Communicate with impact
- Provide the right tools and resources

11:50am **Lunch**

12:20pm **Module 4: Trust and Resilience**

The role of Trust in the workplace
- Creating connection and safety
- Enhancing employee engagement and -
- Enabling effective decision-making and innovation

01:05pm **Building resilience in your people**
- Promote a growth mindset
- Provide managers and people leaders with tools and resources
- Foster a positive work environment

01:50pm **Break**

01:55pm **Breakout Group Activity**

02:25pm **Closing Remarks**

02:30pm **End of Day 2**

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