



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 → 3 and 10 October 2024



Overview

Australian workplaces are facing a serious mental health crisis. A growing number of employees are exposed to psychosocial hazards that increase their risk of developing work-related psychological injuries.

While the concept of psychological health isn't new, it hasn't been comprehensively addressed in workplace injury legislation until now. This is despite the fact that, over the past decade, there has been an increase in psychological health issues, and a decrease in the rate of physical injuries, in the workplace.

There is also growing evidence to support something that we all know - better mental health leads to thriving employees, decreases absenteeism, improves engagement and job satisfaction, reduces turnover and increases attraction of top talent.

While most organisations are bought into the idea of psycho-social safety. The practicality of it leaves most leaders flummoxed from defining what a safe workplace looks like and the role of the employer in facilitating that.

PSN's Managing Psycho-Social Safety in the Workplace has been developed to provide HR and team leaders with insights and tools to begin the journey of creating a psychologically safe workplace.

Through a mix of presentations, discussion and activities attendees will gain ready-to apply insights to boost psycho-social safety at work, uplift productivity and improve engagement and create a workplace in which employees can thrive.

Who Should Attend

Managers, Team leaders, Advisors, Co-ordinators, Officers of:

- HR and Human Resources
- People and Culture
- Well Being
- Mental Health
- Capability
- Workforce Planning
- Employee Experience
- People and Team Leaders

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 accommodations 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

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**



*Group Discounts Available - Contact Registration at
training@publicsector.academy or Call on **(02) 9057 9070**

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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