

MASTERCLASS SERIES

Managing Workplace Behaviour and Risk

Overview

This interactive program will provide participants with the broader spirit and intent of legislation covering standards of behaviour in the workplace. Participants will gain an understanding of what discrimination, harassment, sexual harassment and bullying behaviours potentially look like. Participants will also explore strategies to mitigate risky behaviour, create a healthy compliant culture and apply early interventions to address risky behaviour.

Designed for

Business Owners, Managers with Human Resources Responsibilities; Human Resource Managers

Program Duration: Half day (9am to 1pm)

Max Participants: 6

Investment: \$250.00 plus GST

Content

Topics addressed include:

Identifying Risky Behaviour;

- What is 'the line' when it comes to behaviour in the workplace?
- What is the spirit and intent of relevant workplace legislation?

Potentially Unlawful Behaviour;

- What behaviours may constitute:
- Discrimination, Harassment, Sexual Harassment and Bullying

Creating a Healthy Workplace Culture;

- What is the importance of a healthy workplace culture?
- How to set standards and expectations of behaviour
- What is 'Reasonable Management Action'?
- What is the importance of early interventions in the prevention of escalation of behaviour?
- How to document and clarify your workplace behaviour expectations

Learning outcomes

At the conclusion of the workshop participants should:

- Understand what makes a legislatively compliant workplace
- Understand the spirit and intent of workplace legislation
- Be able to identify early risky behaviour to mitigate risk through reiterating standards and expectations of behaviour
- Be able to identify what may constitute potentially unlawful behaviour
- Understand their 'Duty of Care' and other legal responsibilities
- Be familiar with healthy and conversely potentially toxic or risky workplace cultures
- Be able to apply early interventions to reduce risk
- Understand the value of regular performance discussions and performance appraisals
- Have a greater awareness of reasonable management actions
- Have an awareness of the costs and risks associated with not addressing risky behaviour

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