

Workshop for leaders

Facilitated by Diversity Partners with Elevate Consulting Partners

PURPOSE

This new workshop helps business leaders understand their responsibilities and opportunities to create a safe, respectful, and inclusive workplace in Australia.

It builds awareness of behaviours and actions that create a better workplace culture that's better for business.

The workshop blends a range of new thinking and requirements for the modern leader, including:

- Respect@Work responsibilities to prevent sexual harassment.
- Inclusive leadership practices that support today's increasingly diverse workforce.
- Unconscious biases that hinder diversity, equity, and inclusion.
- Approaches that build psychological safety where people feel safe to speak up with ideas, questions, and concerns.
- Develop practical skills that empower your team - bystanders, managers and leaders to respond and hold people accountable for their behaviours.

"This is a unique opportunity for modern leaders to understand compliance requirements and build inclusive leadership capability in an interactive and engaging way."

Dr Katie Spearritt, CEO Diversity Partners

DELIVERY

The workshop can be delivered face-to-face (two hours) or online (90 minutes) using your preferred digital platform.

LEARNING OUTCOMES

The workshop is designed to build the awareness, skills, and motivation of leaders to develop safe and inclusive workplaces.

By the end of the workshop, leaders will have:

1. A better understanding of why a diverse and inclusive workplace matters – for employees, customers, and stakeholders.
2. Identified types of unconscious bias that hinder diversity and inclusion.
3. Identify behaviours that constitute sexual harassment, bullying, and discrimination and understand the drivers and impacts.
4. An understanding of:
 - a. the new positive duty of employers to prevent sexual harassment.
 - b. New OHS regulations to reduce psychosocial hazards and injuries in the workplace.
5. A personalised set of actions to:
 - a. Make meetings and day-to-day interactions inclusive and engaging.
 - b. Make decisions that leverage diversity of thought and background.
 - c. Make processes fair and objective.
 - d. Make communication and feedback inclusive and effective.
 - e. Prevent and report harmful behaviour, including actions of bystanders.

EVIDENCE-BASE

The workshop draws on and combines research on psychological safety, diversity and inclusion, human rights, harassment and discrimination, neuroscience, and business decision-making.

We work hard to combine academic insights with our commercial acumen to deliver engaging content.



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ABOUT US

This workshop combines the expertise of two leading organisations.

Diversity Partners is a highly regarded consulting firm guiding organisations to achieve more diverse and inclusive workplace cultures. More than 500 organisations have engaged Diversity Partners to provide education, coaching and strategy support. Dr Katie Spearritt established the organisation in 2009 after fifteen years of leadership roles at Hewlett Packard, Coles Myer and NAB.

Elevate Consulting Partners is a multi-disciplinary consultancy founded by Prabha Nandagopal, a leading human rights and discrimination lawyer with more than 18 years of experience broadly in human rights including workplace culture reform. Prabha led the development of the Australian Human Rights Commission's guidelines on the new federal positive duty to eliminate sexual harassment and sex discrimination.

Our organisations share the goal to build capabilities, shift attitudes and behaviours and cultivate diverse and inclusive 'speak up' workplace cultures.

Our facilitators have extensive experience in corporate Australia. We work with each client to understand your business context.

BACKGROUND

Since December 2022, businesses and organisations in Australia have a **positive duty** to eliminate sexual harassment and discrimination. This change requires organisations to shift their focus to actively preventing workplace sexual harassment rather than responding only after it occurs.

From 12 December 2023, the Australian Human Rights Commission will commence monitoring compliance and enforcing the positive duty.

In addition to this new legislative framework, an increasing number of studies show the benefits of an inclusive culture:

- Diverse and inclusive teams are 70% more likely to conquer new markets and excel with an 87% boost in decision-making. ([Korn Ferry](#))
- 74% of millennial employees believe their organisation is more innovative when it has a culture of inclusion, and 47% actively look for diversity and inclusion when sizing up potential employers. ([Deloitte](#))
- In Australia, BHP's latest research (2023) shows the most inclusive and diverse teams delivered 67 per cent fewer recordable injuries, their sense of pride is 21 per cent higher and they have 28 per cent lower unplanned absence rates. ([BHP Storybook](#))

FOLLOW-UP

We recognise a one-off workshop is just the start of the learning journey for most organisations. That's why we include with our workshop:

- A concise summary handout of key messages.
- Three draft communications (recommended shared monthly) to refresh the key learning.
- Optional group or individual coaching.

We can also develop tailored education packages for different levels within organisations.

This education is designed for decisionmakers. Our organisations also offer services to embed respect and inclusion in decision-making processes.

FIND OUT MORE

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