Australian Human Resource Professionals Pty Ltd

Facilitated Discussions
(2 hours)

The Workplace Implications of Family Violence

Overview
Family violence is a significant issue in Australia with an alarming number of women experiencing some form of abuse in their lives. It has a significant impact upon economic productivity with a recent report by KPMG estimating the cost of violence against women and their children was $22 billion in 2015-16.

Addressing the complex problems involved requires long-term commitment from all sectors of society including organisations. Within the population of women who have experienced violence, or are experiencing violence, the ABS estimates between 55% and 70% are currently in the workforce. As such, the need for organisations and managers to have an understanding of family violence has never been more important.

Audience
Any manager leading a large team of staff, human resource professionals and those interested in helping make the workplace a safe place for victims of family violence.

Learning Outcomes
Participants will gain an understanding of the costs of family violence and examine some models to help understand its nature. We also discuss the impacts in the workplace and look at latest developments in the policy and legislative spheres. Importantly, we examine barriers to disclosure, and consider some responses managers and organisations can take.

Managing Remote Workers - Tips and Traps

Overview
The world of work is continuing to change. Increasing demands for our attention, technological transformations, teleworking, flexible working arrangements and virtual work are increasing in popularity and presenting profound issues to organisations and leaders.

Interpersonal relationships are a key contributor in enhancing employee perception of their job. Employee satisfaction is also a pivotal driver in maintaining employee loyalty and productivity. How is this best achieved when managing a remote or virtual team?

Audience
Anyone responsible for managing a geographically diverse team, thinking of implementing flexible working arrangements or those in human resource having to provide support to these categories of workers.

Learning Outcomes
Participants will be introduced to the latest thinking on the benefits and pitfalls of managing remote workers. This will include a list of best practice, evidence-based insights into what to do, and not to do, in setting up and managing a team that includes remote workers.

(02) 6182 0067
0434 265 459
enquiry@ahrp.com.au
www.ahrp.com.au

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(2 hours)

Building Resilience in Teams

Overview

There is an increasing understanding of the importance of wellbeing in the workplace, but how do people and teams achieve wellbeing? If we thing of wellbeing as the 'what' we want to achieve, then evidence shows that building resilience is the 'how' to unlocking resilience both personally and in teams.

There are 6 scientifically identified pillars of resilience that can be cultivated as positive behavioural adaptations. Implementing measures to build upon these pillars of resilience can bring about measureable business benefits and provide a healthy environment for thriving workplaces

Audience

This highly practical content is useful to any individual who wants to better understand and build upon their own resilience. It is also useful for managers and leaders wanting to build a more cohesive and motivated team, especially if they have recently been through a period of significant change or are often under pressure.

Learning Outcomes

Participants will take away the latest research and thinking on what resilience is and how it can be cultivated. Some simple techniques and approaches that can be implemented in the workplace will also be discussed as well as introduction to an on-line tool that builds resilience over 6 months.

Motivating and Engaging Employees

Overview

Many global studies have repeatedly shown that the vast majority of employees are either not engaged, or actively disengaged. Getting employees more engaged and motivated at work is a major challenge for most organisations. Engagement is critical in the work place as it will have a direct impact upon both a person's level of effort and persistence.

Audience

This session is aimed at managers, leaders and HR professionals who want to better understand the topic of motivation and assist their staff become more engaged at work.

Learning Outcomes

Participants will be introduced to various models that help to build an understanding of the psychology of engagement and motivation. They will also be introduced to a self-perception inventory that unlocks less apparent or hidden motivators and potentially suggests strategies for tailoring work design and career trajectories to meet individual needs.

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