

**WE KNOW**

# HEALTH & SAFETY

## THE RESPECTFUL WORKPLACE WORKSHOP



Wondering how you can add value to your employees wellbeing, and improve engagement and productivity?

Supporting your employees wellbeing is a sensible next step to build your reputation as a great employer.

With recent changes in the H&S legislation and the increasing number of mediations and employment cases around staff wellbeing, it's becoming apparent very quickly that there is more that can be done by employers to support staff wellness.

Whether this is about short, sharp messages to your key team members as to what is acceptable in today's workplace, or proactively providing personal development to employees to assist in self-managing stress and life's challenges...this is the one area employers can add real value to their workplace.

Reputation is everything. If your branding can be perceived as one that shows care for staff, in more ways than managing safety well or transferring them to EAP when it all goes horribly wrong, this has got to reap it's benefits to your bottom line.

So many times we avoid having difficult conversations, ignore the obvious going on or not fully support difficult emotional and personal situations.

### WORKSHOP

The workshop is a bespoke offering depending on the needs of your business. A general overview of the content is as follows, however we can work with you to tailor the workshop to cover all your specific needs:

- > **Overview:** The changing face of the NZ workplace and the behaviours essential to keep employees healthy and well at work.
- > **Legalities:** To case study the implications of Health & Safety, Employment and Human Rights legislation, and the potential consequences on employees and employers. (The implications of getting it wrong).
- > **Supportive & Reactive:** To identify and manage the causes of bullying, stress and fatigue, and identify signs and symptoms. (Helping each other and responding to issues, our role in the work environment and obligations in health and safety).
- > **Supportive & Proactive:** To understand how all staff can contribute to creating a health workplace that gets the best from each other. (Culture, effective staff communication, leader behaviours, helping and not hindering others).

This workshop can be tailored for leaders alone or all employees at every level in your business. Depending on your needs, we can offer short, sharp messages in one hour to more comprehensive knowledge and skills in four hours.



#### COURSE PRESENTER

##### Melicia Clough

Melicia provides HR, employment relations advice and consultancy to help employers navigate anything to do with people and their business. She has many years of experience as an HR professional in NZ and the UK with various size companies across many sectors. She has a particular interest in pragmatic solutions, leadership and niche support to small and medium sized local businesses. Melicia delivers practical HR solutions including but not limited to performance and change management, disciplinary processes, recruitment and retention, engagement and leadership capability. **Contact:** meliciac@cecc.org.nz or 03 353 0304.