

The Respectful Workplace Series



A Respectful Workplace can be hard to define or verbalise in concrete terms. You know it when you see it and you know what it's not.

Creating a respectful workplace requires a commitment from your Organisation. It's a strategy which involves a number of platforms.

Written and designed by experts in conflict, the PEEL HR Respectful Workplace Suite is a combination of programs and tools you can use in your people and cultural strategies to build Respectful Workplaces.

Understanding and Awareness

You have your policy, now take it one step further by transforming it into action through offering our informative and interactive awareness sessions which align your policies and values:

1 Respectful Workplace for Leaders

The 2.5 hour workshop focuses on:

- > The role of Leaders in preventing disrespect
- > The types of behaviours which may amount to Bullying, Harassment & Discrimination
- > Knowing what steps a leader can take if disrespectful behaviours occur.

2 Respectful Workplace for Employees

The 2 hour workshop covers:

- > The impacts of disrespectful behaviour
- > The importance of respectful communication
- > What is Bullying, Harassment & Discrimination and what to do as an employee if you experience disrespectful behaviours.

Skill Development

You have built the foundations now take it one step further by enhancing your Leaders skills to respond to issues of disrespect through our **1 day Managing Workplace Concerns program**.

This program equips Leaders with an understanding of what to do when faced with workplace conflict and what pathways for resolution are available - both informal and informal.

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Support Tools

1 Our Interactive Leaders Guide on Resolving Conflict and Promoting a Respectful and Collaborative workplace

is a tool Leaders can refer to on the job to support them in resolving and managing conflict in their teams. It contains practical information and 5 short videos that Leaders can watch to assist them when they are managing workplace conflict.

We are not precious about how you use the tool. Our clients have indicated varying uses from utilising it at lunchtime briefings, including it on their LMS as an ongoing just-in-time tool for Leaders to access and using the content to complement their EEO compliance training programs.



2 The Building Respect and Collaboration Leaders Resource

provides Leaders with a series of learning tools allowing them to embed the principles of a Respectful Workplace awareness sessions into their team environments.

It is a toolkit which is to be used beyond face-to-face training sessions. The aim of the resource is to allow Leaders to keep the learning alive through a series of interactive activities which they can roll out with their team(s) over a 12-24 month period. These activities can be easily built into regular team meetings or used on a periodic basis to keep the conversation alive and drive cultural change. Each activity becomes a micro training session, which is team focused and Leader lead.

You
can

purchase our products or PEEL can package up your tools and programs so you are able to roll out your respectful workplace suite.

Call us on 1300 665 144

