



People+Culture Strategies

TRAINING MODULES

Behaviour + Culture

Session Style	Facilitated legal learning where information is presented in an interactive, non- technical and entertaining way with strong emphasis on practical case studies. This includes facilitated discussion around hot topics such as sexual harassment, out-of-hours conduct, social networking, offsite events and an interactive quiz.
Learning Objectives	To train leadership teams and/or managers and/or staff on their legal responsibilities when it comes to workplace behaviour. While the legal focus is around prevention of discrimination, harassment and bullying a strong theme of the session is on the development of an appropriate culture of respect.
Outline	<ul style="list-style-type: none">• Changes to the workplace (technology, out-of-hours conduct, private friendships)• Overview of relevant laws• Implications of Discrimination/Harassment for employees and businesses• Specific offences (direct and indirect discrimination, sexual harassment, vilification, bullying and victimisation – what do they mean as illustrated by current and topical examples)• Who can bring claims and who might be liable? What are the consequences for individual participants?• Dealing with Complaints• Quiz
Program Cost & Duration	Management - \$3000 plus GST (2.5 hour session) Staff - \$2000 plus GST (90 minutes) Cancellation fees to apply for sessions cancelled within 24 hours of scheduled delivery date.
Maximum Participants	15 employees
Location	Sessions are usually conducted on-site and are suitable for all Australian and NZ locations.
Add-on options	Strongly Recommended: a full review with marked-up amendments of the organisation's existing procedures and policies including infrastructure that exists for the making and handling of complaints. Recommended: development of an online program as a follow-up to the face-to-face program.