

Welcome to the EmpowerED Program - Best Practice Psychosocial Risk Management and Support for Leaders, HR and WHS Practitioners. This program will provide you with the tools, resources and capability to manage psychosocial risk and develop a wholistic approach to psychosocial risk management.



Presented by
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CEO, The Opus Centre



2 DAY - ONLINE COURSE

INSPIRE · MOTIVATE · WELLBEING · LEAD · INNOVATE

Psychosocial Risks are becoming increasingly prevalent in today's workplace. Recent changes to the health and safety regulations have motivated organisations globally to better manage these factors. **EmpowerED** provides organisations with the internal capability, long term support and resources to manage psychosocial risks without the reliance on external consultants. The program draws on the practical experience and evidence base of The Opus Centre to help participants, help themselves.

Agenda

Module 1: Fostering Psychological Health and Safety Creating a Climate for Psychological Health and Safety & Psychosocial Models for Work-Related Factors

This module introduces participants to the key factors impacting worker health and wellbeing. It covers job design components such as demands, resources, and supports that influence health and productivity outcomes. Participants will learn to apply models for psychological health tailored to their organisational context.

Activity: Identify and discuss support systems within your organisation.

Module 2: Legal Obligations and Best Practices in Psychosocial Risk Management International Best Practices, Due Diligence & Applying Regional Codes of Practice and Regulations

Participants will review the latest regulations and codes of practice in their region, learning how to implement best practices in psychosocial risk management. The module also covers lead indicators for psychological health and safety and their interaction effects.

Activity: Review regulatory resources, including codes of practice, tools, and guides & identify key personnel and plan consultations within your organisation.

Module 3: Advanced Psychosocial Risk Management

Best Practices in Psychosocial Risk Management & Review of Risk Assessment Tools (ISO 45003, Guarding Minds, PeopleAtWork, PSC, PRC16)

This module delves into the latest scientific evidence on best practices in psychosocial risk management, including risk measurement. It covers tools and methods for risk assessment, hazard management, consultation, evaluation and documentation. Participants will learn to apply policies and practices based on their organisational contexts, with examples of effective controls at various levels.

Activity: Identify psychosocial factors with the greatest potential to cause harm in your organisation & explore and evaluate psychosocial risk assessment tools.

Module 4: Targeted Psychosocial Risk and Hazard Management

Identifying Gaps and Applying the Hierarchy of Control & Intervention Design, Action Planning and Case Study Review for Evidence-Based Intervention Design

Participants will learn to design effective interventions to reduce risk, with examples of practical controls at organisational, leadership, job design, and individual levels. The module includes longitudinal case studies demonstrating best practices in psychosocial risk management and factors for successful implementation. Participants will also develop a draft psychosocial safety action plan for integration into WHS systems.

Activity: Examine your organisation's existing policies, procedures, and practices through the hierarchy of control & discuss strategies for risk management, including areas of focus and gap analysis.

Module 5: Integrating Psychosocial Risk Management into WHS Systems Integration into Existing WHS Systems, Facilitators and Barriers to Reducing Risk & Promoting Wellbeing Processes for Consultation, Documentation, and Evaluation.

This module focuses on how to develop a focused and SMART action plan that prioritises actions that add value and make the most of your employee's time, energy and talents. Learn about the process of evaluation as well as the facilitators and barriers to success. This module will also help to bring together learnings from the entire course and help participants identify their practical next steps.

Activity: Develop a tailored action plan for your organisation

Testimonial

Damien Thwaites, Costa Group

Working with Dr Tessa Bailey and the Opus Centre has been an absolute pleasure. The training delivered by Opus has been nothing short of exceptional—engaging, insightful, and tailored to our needs. It has played a pivotal role in raising awareness across Costa Group, helping our teams better understand and embrace best practices that drive positive outcomes.

Tessa's professionalism and expertise have shone through every interaction. The collaborative approach and commitment to excellence made the entire process seamless and impactful. Thanks to Opus, we've seen a real shift in understanding and engagement, and we couldn't be more appreciative of the partnership. We highly recommend Dr Tessa Bailey and the Opus Centre to any organisation looking to elevate awareness and foster meaningful change.