



Mental Health & Psychosocial Risk Webinar Series

Unlock workplace wellness with our 2025 Webinar Series, crafted to elevate your organisation's approach to psychosocial risk, mental health and well-being. Each session provides practical, actionable insights that you and your team can implement straight away.

Invest in your workplace

This investment in your organisation's **psychological health and safety** will lead to a more engaged, motivated, and productive workforce, driving your organisation to new heights of success.

These webinars provide **valuable insights** and up-to-date knowledge on industry trends, enhancing employees' skills and productivity. By participating, employees can stay ahead of the curve, fostering innovation and efficiency within the company.

Employers can also purchase all staff access to this webinar series along with **recordings that can be hosted on the company intranet** or SharePoint site. Empower your organisation to thrive in 2025 and beyond!

TOPICS

1 Supporting worker mental health and having an r u ok conversation

Supporting worker mental health is crucial for a productive and positive workplace. Regularly checking in with colleagues through R U OK conversations can help identify those struggling and provide timely support. These conversations should be empathetic, non-judgemental, and focused on listening. Encouraging open dialogue about mental health reduces stigma and fosters a supportive environment where employees feel valued and understood. **In this webinar, you'll learn practical techniques for initiating R U OK conversations and the many evidence based supports available for colleagues in need.**

Webinar Dates

27 Feb	Supporting worker mental health and having an r u ok conversation
13 Mar	Identifying psychosocial hazards and assessing risk
3 April	How to design controls for reducing psychosocial risk
8 May	Managing workload demands to create work/life balance
12 Jun	Emotional demands, what are they and how can we manage them?
10 July	Creating respectful working relationships
7 Aug	Managing change in modern work
4 Sept	Quality leadership support and trusting team dynamics
9 Oct	Strategies for Supporting vulnerable workers
13 Nov	AI and psychosocial risk





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2 Identifying psychosocial hazards and assessing risk

Psychosocial hazards, such as workplace bullying, excessive workload, and micro aggressions, can significantly impact employee well-being. Identifying these hazards involves observing workplace dynamics, conducting risk assessments, and encouraging open communication. Effectively assessing risk also requires analysing lead indicators for psychosocial risks. By understanding these risks, organisations can implement targeted interventions to mitigate their impact. **This webinar will teach you how to identify psychosocial hazards and assess their risks to create a safer workplace.**

4 Managing workload demands to create work/life balance

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3 How to design controls for reducing psychosocial risk

Designing controls to reduce psychosocial risk involves creating policies and practices that address identified hazards. This can include implementing flexible work arrangements, creating clarity around workload, and developing more effective methods of communication between senior leaders and employees. Effective controls are proactive, continuously monitored, and adapted based on feedback and changing workplace conditions. **In this webinar, you'll learn about the tools you can use to design and implement effective controls to reduce psychosocial risks. We'll also share the many real life control banks of initiatives that have been used to reduce risk in Australian workplaces.**

5 Emotional demands, what are they and how can we manage them?

Emotional demands refer to the psychological stressors associated with work, such as dealing with difficult customers or managing personal emotions in a professional setting. Managing these demands involves understanding when and where these demands occur and how they can be minimised to ensure positive health outcomes. Actions like encouraging regular debriefing sessions and peer support groups can help for more acute incidents but how do we manage micro aggressions that can build up over time. **In this webinar, you'll learn about our changing working environment, the different types of emotional demands and how we can manage them effectively.**





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6 Creating respectful working relationships

Respectful working relationships are the foundation of a positive workplace culture, and there are Respect@Work laws requiring workplaces to be proactive in this space. They involve treating colleagues with respect, valuing diverse perspectives, and fostering open communication. There are many ways to promote a respectful culture through the Respect@Work framework which includes Proactivity, Accountability, Inclusivity, Transparency and Legal Compliance. **This webinar will take you through the concepts and resources on Respect@Work and help you to create and maintain respectful working relationships.**

8 Quality leadership support and trusting team dynamics

Quality leadership is characterised by transparency, empathy, and support. Leaders who build trust through consistent actions and open communication foster strong team dynamics. Encouraging collaboration, recognising achievements, and providing opportunities for professional growth are key. But how do we recruit for these attributes or foster them in our potential leaders. **This webinar will explore quality leadership and trusting team dynamics, including how we can maintain more quality leaders in our own organisations.**

10 AI and psychosocial risk

AI can play a significant role in identifying and mitigating psychosocial risks by analysing workplace data, detect patterns of aggression, stress, burnout, and other mental health issues. AI-driven tools are also starting to provide personalised recommendations for stress management and well-being. However, how do we balance AI use with human oversight to ensure ethical considerations and maintain a human touch in employee support. **This webinar will cover how AI can be used to identify and reduce psychosocial risks in the workplace, and case studies on how workplaces are currently using AI to better manage workload.**

7 Managing change in modern work

Managing change is crucial in today's dynamic work environment. Leaders and employees need to work together to navigate the changes that occur in our modern workplaces. We delve into the different types of changes, the pro's and cons of change and their health and productivity impacts. We will also discuss how leaders can offer support and address concerns whilst providing resources to ease transitions. Successful change management minimises resistance, maintains morale, and ensures smooth implementation of new initiatives. **In this webinar, you'll better understand why change has an impact on health and productivity, and learn best practice strategies for managing change.**

9 Strategies for Supporting vulnerable workers

Supporting vulnerable workers involves recognising their unique challenges and providing tailored assistance. This includes good communication, consultation and co-design with a focus on creating an inclusive workplace culture. We will talk through strategies and real life examples that have helped vulnerable workers feel more supported and valued. **In this webinar, you'll learn about the benefits of supporting vulnerable workers as well as practical and effective strategies that can be used in any workplace.**

