

Executive Psychosocial Briefing

Equip Boards and Executive Teams with the confidence to lead psychologically safe workplaces by understanding compliance obligations, case studies, risk-assessment tools, and actionable strategies.



Presented by
Dr Tessa Bailey
CEO, The Opus Centre

2HRS ONLINE OR FACE TO FACE

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The **Executive Psychosocial Briefing** is delivered as a 2-hour session designed specifically for organisational leaders, directors, and executives. It introduces the psychosocial risk landscape, regulatory due-diligence requirements, and the foundational scientific models used by the Opus Centre, such as the PRC-16 Proactive Climate Survey and internationally recognised standards including ISO 45003. The briefing contextualises psychosocial hazards within modern organisational environments and shows executives how to identify early indicators of risk, interpret climate data, and embed safe-systems thinking into leadership practice.

In addition to core theory, the briefing integrates case studies, real-world examples, and a curated set of validated tools for assessing and responding to psychosocial hazards. Participants are guided through practical strategies such as action-planning, risk-control design, workforce consultation, and methods for aligning organisational culture to legislative expectations. The session also highlights successful interventions from other organisations, demonstrating how evidence-based approaches can reduce risk, improve wellbeing, and strengthen organisational performance.

Briefing Agenda

Topic 1: Foundations of Psychosocial Risk

- What is a psychosocial risk?
- The business benefits to managing psychosocial risk
- Key psychosocial risk models (Demands-Resources, Psychosocial Safety Climate)
- Common psychosocial risks

Activity: Identify the psychosocial risks in your workplace

Topic 2: Legislative Frameworks and Compliance Expectations

- Legislative changes across Australia and internationally
- Executive due-diligence responsibilities in psychosocial safety
- Regulatory case studies
- When does a psychosocial factor become hazards?
- What regulators want

Activity: Conduct an online audit of your psychosocial safety systems

Topic 3: Tools for Assessing Psychosocial Risk

- ISO standard 450003 & Guarding Minds at Work
- People at Work & Psychosocial Safety Climate
- Proactive Reactive Climate

Activity: Evaluate risk assessment tools for your organisation

Topic 4: Review Case Studies Highlighting Specific Strategies that Successfully Reduced Psychosocial Risk

- Research based industry wide programs
- Understanding the Psychosocial Safety Hierarchy of Controls (PSHoC) and how to use it
- Examples of effective actions to include in action plans
- Key learnings from the case studies

Activity: Identify possible controls for your workplace using the PSHoC

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.

Facilitator

Dr. Tessa Bailey is a leading expert in psychosocial safety and workplace mental health. As CEO and Principal Psychologist at the OPUS Centre for Psychosocial Risk, Dr Tessa develops evidence-based strategies to enhance worker health and productivity. A published author and sought-after speaker with over two decades of experience in research and applied practice, her expertise involves building safety systems and sustainable workplace interventions to better manage psychosocial risk. She has collaborated with diverse industries, government agencies, and academic institutions around the world to create healthier and more productive workplaces.