

Leaders Psychosocial Training

The sessions will provide leaders with an understanding of their mental-health workplace responsibilities, the importance of leaders in creating a mentally healthy workplace, how to identify psychosocial risks, and how to manage individuals that may be struggling with symptoms of mental health condition.



Presented by
Dr Tessa Bailey
CEO, The Opus Centre

2HRS ONLINE OR FACE TO FACE

INSPIRE · MOTIVATE · WELLBEING · LEAD · INNOVATE

Leaders Psychosocial Training equips leaders and managers with a practical understanding of psychosocial hazards at work and their legal and leadership responsibilities in preventing harm. The session explains what psychosocial risks are, why they matter, and how they show up in everyday work through factors such as workload, role clarity, job demands, change, conflict, and behaviour. Drawing on contemporary evidence and Australian WHS expectations, leaders build confidence in recognising early warning signs, understanding the impact of poor psychosocial design on people and performance, and appreciating their role in shaping psychologically safer work environments.

The training focuses on practical leadership action. Participants learn how to hold effective conversations, respond to concerns appropriately, and influence work design decisions within their control. The session clarifies what leaders can and cannot be expected to manage, how to escalate risks, and how psychosocial risk management fits within broader safety and governance systems. By the end of the workshop, leaders leave with practical tools, clear language, and a stronger understanding of how everyday behaviours can either reduce risk or unintentionally increase it.

Agenda

Topic 1: Why Psychosocial Safety Matters?

- Key Workplace trends affecting mental health, motivation & productivity
- The link between psychosocial risk, wellbeing, safety, and productivity
- Legal and organisational expectations for leaders and managers
- The cost of getting it wrong and the benefits of getting it right

Activity: Discussion on creating psychological safety in teams

Topic 2: Identifying Psychosocial Risks in Your Team

- Common psychosocial hazards such as workload, change & bullying
- How work design, leadership and systems influence mental health
- Early warning signs of psychosocial risk at individual, team and organisational levels
- Understanding the difference between stress and harmful risk

Activity: Identify the psychosocial risks impacting your workplace and team

Topic 3: Best Practice Approaches to Psychosocial Safety

- Prevention-focused approaches and good work design principles
- What sits within a leader's control and what must be escalated
- Integrating psychosocial risk into existing safety systems

Activity: Undertake a gap analysis and identify simple psychosocial controls

Topic 4: Having Supportive Conversations and Responding Well

- How to start supportive, psychologically safe conversations
- What to say and what to avoid when concerns are raised
- Managing the complexities of mental health conditions in a workplace context appropriately
- Responding to common challenges within your team

Activity: Work through a short realistic workplace mental health scenario

Testimonials

Clyde Eiszele, Glenorchy City Council

Great course and excellent presenter that kept the group engaged and had the group feeding into the conversation. The information provided is shown in real situations and also great tools for the participants to utilise to do checks on their current situation and what it means for their future progress in this area.

Rob Cracknell, Levande

The training delivered by The Opus Centre was engaging, practical, and really helped our leaders understand psychosocial safety. Working with their team was seamless—they brought clarity, energy, and deep expertise to the process

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.