



Organisational Services Training Suite 2022





At PeopleSense by Altius, we provide standardised and tailored training solutions that are designed to support your organisational needs in an ever-changing climate. We are committed to using our diverse experience and capability to create engaging and evidence-based learning experiences.

We are able to draw upon the expertise of our Psychologists and other allied health practitioners in the Altius Group to further enhance our training packages, promoting both the physical and psychological safety of employees.

Please find a list of our flagship training programs below. There is an array of options for the delivery of these sessions including:

Face to face and online formats

Small and large group delivery

Short (1-2 hour), medium (3- 4 hour) and long (full day) duration

We will work with you to tailor our training packages to suit your organisational needs in terms of delivery format, audience size, duration, and content.

For more information on our training packages, topics and delivery options please contact PeopleSense on 1300 307 912.

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Promoting Mental Health And Wellbeing

Training Package

Managing Stress and Building Resilience in the Face of Adversity

Learning Outcomes - Resilience is the ability to bounce back from adversity whilst continuing to develop and grow. This session explores stress and the impact that it has on our wellbeing, as well as the concept of resilience and its importance. It teaches participants evidence-based strategies to manage stress and to come out the other side of adversity and hardship stronger than ever before.

Training Package

Mental Health Education, Awareness and Support

Learning Outcomes - Mental Illness is a leading cause of disability in Australia, impacting people both personally and at work. Participants build an understanding of mental health conditions, as well as the skills and confidence in having difficult conversations and taking action to provide support.

Training Package

Responding and Adapting to Change and Uncertainty

Learning Outcomes - The only thing certain in life is change. Resistance to change prevents us from performing our best in both our personal and work lives. This session explores common reactions to change and supports participants in coming to terms with the current, ambiguous, and ever-changing work and personal context.

Training Package

Developing a Healthy Relationship with Technology **NEW RELEASE**

Learning Outcomes - Technology has become an essential part of our daily lives, however with constant access to phones, email and other forms of technology there is a risk of developing some unhealthy habits. Participants learn why technology is addictive and practical strategies to develop a healthy relationship with their devices.

Training Package

Maintaining a Healthy Body and Healthy Mind

Learning Outcomes - The 'busyness' of our modern life poses risks to people falling into patterns of unhealthy habits. This session provides education on the importance of maintaining a healthy body and mind. It teaches evidence-based strategies to maintain biological and psychological wellbeing.

Training Package

Finding Mindfulness in a Time of Unlimited Distractions

Learning Outcomes - We are living our lives in a time of unlimited distractions, with constant interruptions to our work and personal lives.

Participants recognise their distractions and learn the scientific benefits of mindfulness. They are guided through a series of mindfulness activities that can be applied to their daily lives.

Training Package

Preventing and Responding to Domestic and Family Violence

Learning Outcomes - Domestic and Family violence can have devastating consequences on the target's physical and mental health. In this session, participants build an understanding of the breadth and complexity of these problems, and the importance of challenging the attitudes and beliefs that help perpetuate violence. They develop the skills and confidence in providing support to employees experiencing domestic and family violence.

Training Package

Managing Climate Change and Eco Anxiety *NEW RELEASE*

Learning Outcomes - The reality of climate change is very frightening, and psychologists are seeing an increase in clients distressed about our world's future. This session normalizes responses about climate change and supports participants in challenging their climate anxiety towards productive behaviour for a more hopeful future.

Training Package

Diversity Awareness

Learning Outcomes - Australia has an extremely diverse population and research suggests that diversity among employees can lead to better experiences for staff and better outcomes for organisations. This session acknowledges the different dimensions of diversity and the ways in which discrimination can take place. Staff will leave this session with a better understanding of the benefits of having a diverse workforce and knowledge on how to create inclusive workplaces.

Developing People And Teams

Training Package

Managing Mental Health Whilst Managing Performance ****NEW RELEASE****

Learning Outcomes - Performance management can be tricky at the best of times and managing performance when someone is dealing with a mental health condition can be particularly challenging. This session trains managers on identifying and addressing the warning signs of mental illness. It provides practical tips and strategies for providing mental health support in the workplace while maintaining clear boundaries.

Training Package

Effective Communication for Difficult Conversations

Learning Outcomes - We all face difficult people at some point in our lives and situations of conflict can escalate and impact the mental wellbeing of those involved in the conflict situation. During this training, participants develop an understanding of the ways in which conflict escalates. They are taken through a series of activities to recognise their own triggers and emotional responses. They learn skills and strategies to manage difficult situation, such as assertiveness and de-escalation.

Training Package

Finding Work Life Balance whilst Parenting, Caretaking and through other Life Demands

Learning Outcomes - Achieving balance between our work and home life has become increasingly difficult, particularly with access to work through the use of technology at any place and any time. This session is focus ed on managing competing priorities. It provides tips to establish boundaries and seek fulfillment across all realms of one's life.

Training Package

Maximising Time Management and Productivity

Learning Outcomes - Our lives present a series of distractions and challenges to high performance. During this training, participants build an understanding of barriers to productivity, relating to procrastination, prioritisation, and time management. They learn tangible skills to maximise their time and energy, to "work smarter".

Training Package

Building & Managing Remote Teams for Success

Learning Outcomes - Working remotely may be new to some, for others it has worked well for them for many years. This session answers the question of 'how to make the most of working remotely', providing useful tips on developing a remote work arrangement that supports individual and team productivity and the mental health and wellbeing of remote workers. This session also promotes the importance of and strategies for maintaining communication and relationships whilst working remotely.

Training Package

Promoting Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Diversity

Learning Outcomes - The LGBTIQ+ arena has been through a great transition in recent years with many workplaces seeking opportunities to promote employee diversity. Participants learn about the experience of LGBTIQ+ individuals and identify ways they can create a safe and comfortable environment for everyone.

Training Package

Bullying and Harassment Prevention

Learning Outcomes - Bullying and harassment is never ok. Prevention is the key to creating a positive work culture. Participants learn to identify bullying and harassment, their obligations in preventing and reporting inappropriate behaviours and what they can do to support themselves and others.

Training Package

Creating a Culture of Team Players ¹

Learning Outcomes - Teams that thrive have a culture of shared values and purpose. They have awareness of their own and others' personality styles and create an environment of psychological safety. Participants are taken through a series of activities to identify and clarify aspects of their personality style to that will enable the team to perform.

Training Package

Respectful Workplaces Putting an End to Sexual Harassment ***NEW RELEASE***

Learning Outcomes - Sexual harassment remains a pervasive issue that impacts individuals and others exposed to disrespectful behaviours at work. This session educates staff about appropriate and inappropriate workplace behaviours and the consequences. It supports staff in developing the skills to prevent sexual harassment and become an 'upstander' if they are impacted, or witness disrespectful behaviour at work.

¹Ask us about incorporating the Hogan's Personality and Team assessments as a tailored Team solution.

Leadership

Training Package

Mental Health Awareness for Leaders

Learning Outcomes - Mental Illness is a leading cause of disability in Australia, impacting people both personally and at work. This version of our Mental Health Awareness program is designed to assist leaders in identifying and supporting staff experiencing Mental Illness in the workplace. It explores additional topics such as confidentiality, reasonable work adjustments and performance management.

Training Package

From Good Leaders to Great Leaders¹

Learning Outcomes - Ever wondered what distinguishes a good leader from a great leader? Research suggests that there are common traits among highly effective leaders that sets them apart from their peers. This session explores the latest research in effective leadership and challenges leaders to reflect on their leadership strengths and areas for improvement, to develop their own personal leadership style and perform at their best.

Training Package

The Emotionally Intelligent Leader

Learning Outcomes - Emotional Intelligence is known as 'people smarts', enabling leaders to understand their own and others' feelings to inform how they interact with the world around them. Participants learn how to use emotional intelligence to connect with themselves, their teams, customers' and stakeholders to enhance team and organisational performance

Training Package

Effective Leadership Through Change and Uncertainty

Learning Outcomes - Effective leadership is a crucial component of supporting and leading organisations through change and uncertainty.

Participants build an understanding for organisational change and uncertainty can impact on the wellbeing of staff. The session builds skills in modelling positive behaviours for others and provides tips and strategies for supporting staff through change.

Training Package

Psychological Safety: a Necessity for Organisations to Thrive* **NEW RELEASE**

Learning Outcomes - High performing organisations have one thing in common: psychological safety. Employees need to feel comfortable taking moderate risks to promote creativity and innovation. Leadership plays a key role in crafting this environment.

Participants learn the theory and application of psychological safety at work.

Training Package

Avoiding the Great Resignation: Management Skills to Keep Staff On Board *NEW RELEASE*

Learning Outcomes - Managers play a unique role in sharing our experience at work and it is commonly said "People don't leave jobs, they leave managers". This session delves into the theory and practice of effective people management. It teaches evidence-based strategies to support the retention of staff.

¹Ask us about incorporating the Hogan's Personality and Team assessments as a tailored Team solution.

Physical Health and Workplace Rehabilitation

Training Package

Sit Less and Move More

Learning Outcomes - Incidental activity is key to optimising daily movement. Many of us find ourselves sitting for too long and moving too little. Incidental exercise is shown to reduce risk factors of chronic disease and improve physical and mental wellbeing. This session teaches participants how to integrate lasting habits into the everyday for health improvement.

Training Package

Sleep Management and Fatigue

Learning Outcomes - Inadequate sleep can affect our general health and wellbeing, reduce workplace productivity and performance and impact decision making. Establishing good sleep habits and routines is also important to achieve optimum health and wellbeing. This session provides insights and strategies to improve sleep quality and help optimise sleep habits.

Training Package

The Health Benefits of Good Work

Learning Outcomes - Good work improves general health and wellbeing and long term work absence, work disability and unemployment generally have a negative impact on health and wellbeing. Workplaces which follow the principles of good work generally see improved individual health, wellbeing, engagement, and productivity. During this training, participants build an understanding of the key benefits and principles of good work.

Training Package

Good Workplace Rehabilitation

Learning Outcomes - Despite the best efforts of employers and workers, some work-related injuries or illnesses are unavoidable. Good workplace rehabilitation is about finding the best ways for the worker to remain at work and engaged with the workplace while keeping their valuable work skills. Good workplace rehabilitation means faster recovery and reduced suffering for the workers, and a reduction in costs of workplace injuries for employers. In this training, participants learn the theory and application of good workplace rehabilitation.

Training Package

GP Communication

Learning Outcomes - Throughout the return-to-work process, GPs play a central role in managing an injured worker's health and wellbeing. Having a GP who is actively engaged in the process, can assist with a safe and timely recovery, and return to work. However, GP's high case load and limited availability can often make them difficult to reach and challenging to communicate with. This training provides practical tips and strategies to effectively communicate with GPs and engage them in the return-to-work process.

Training Package

Exercise Rehabilitation

Learning Outcomes - Regular exercise is vital to keep us fit and healthy. This is even more important for those who have sustained an injury and are looking to return to work. Exercise rehabilitation utilises exercise to restore function to the greatest degree in the shortest time, enabling faster recovery, less pain, and a reduction in the chance of re-injury. In this training, participants are exposed to the principles of exercises rehabilitation and how it can support return to work for injured workers.

Training Package

Ergonomics Training

Learning Outcomes - Whether your team's on the road, working from home or in an office, these latest tips and techniques will ensure they are creating an optimal match between themselves, the work they perform and the equipment they use. Using sound ergonomic principles, these strategies can promote workplace health, minimise injury risk, boost productivity and morale, and decrease staff turnover and absenteeism. Designed and presented by our physiotherapists, occupational therapists and exercise physiologists, this training fosters an ergonomics ethos across all levels of an organisation.

Training Package

Manual Task Training

Learning Outcomes - Are you managing your employees risk? With over a third of workplace injuries associated with manual tasks, we guide employees through best practice for lifting, carrying, pushing, pulling or holding a load, object or person. Training plays a key role in protecting workers from harm associated with manual tasks that are part of getting the job done. This training is tailored to cover duties specific to each workplace.