

Are mental health or personal issues impacting your

PERFORMANCE CONVERSATIONS?

Empowering leaders to cultivate performance and psychosocial wellbeing

WORKPLACES TODAY

Managers and supervisors are experiencing increased complexity in conducting performance conversations - needing to apply IR knowledge, HR frameworks and account for psychosocial factors to navigate an already difficult interaction.

Due to the increased openness around mental health in the workplace and the introduction of new requirements related to psychosocial hazards, it is time to improve the effectiveness of performance management processes and discussions when mental health or personal stressors are present.

PUBLIC WORKSHOP

Mapien's national team have combined our unique experience in IR, HR, psychology and psychological health and safety to bring you our public workshop program!

Balancing Performance Management and Mental Health

Our adaptable workshop guides executive teams, managers, supervisors, and HR teams through the "why, what & how" for effective performance management when team members are struggling with mental health or personal stressors.

Learn more!

 hello@mapien.com.au

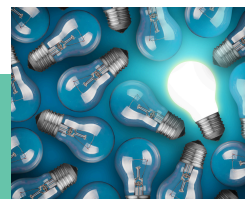
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WORKPLACE CHALLENGES

- Managers avoiding performance conversations
- Managers "delegating" performance conversations
- Personal issues stopping performance management
- Staff complaining of unfair, stressful, or harsh, performance expectations
- Engagement surveys reporting unfair performance management

About our Performance Conversations workshop:



- ✓ Co-facilitated by an IR expert and Psychosocial expert/Psychologist
- ✓ Theoretical foundations, purposeful discussion, case-studies, and interactive application of skills
- ✓ Versatile and tailored for industry, executives, senior leaders, frontline leaders and supervisors
- ✓ Gain skills and understanding of performance management with industrial relations, human resource and psychosocial risks in mind

PERFORMANCE CONVERSATIONS

Balancing Performance Management and Mental Health

How do you approach performance conversations when mental health or personal issues show up?

1 DAY WORKSHOP

Co-facilitated by our workplace psychology and HR/IR strategy experts, the workshop will explore:

- Workplace Health & Safety Legislation
- Relevant state-based Code of Practice for managing psychosocial risks
- Industrial Relations & Psychological Health and Safety context for performance conversations, including:
 - anti-discrimination
 - harassment
 - workers compensation
 - general protections
 - unfair dismissal requirements
- Practical conversation, feedback frameworks and tactics
- How to respond effectively to employees raising psychosocial risks, mental health concerns, or conditions or personal problems
- Real and customised case study reviews and application
- Self-care for leaders




WORKPLACE BENEFITS

- Capability and confidence to have performance conversations when mental illness, mental health and disclosure of personal challenges is present
- Meet legislative obligations and reduce likelihood of adverse outcomes
- Meet requirements for reasonable management action
- Contribute to workplace health and safety obligations to build mentally healthy workplace
- Reduce likelihood of complaints and grievances



LEADERSHIP CAFE

Plus, join our leadership café where participants are invited to bring their scenarios to the table to be unpacked and considered by our experts in the MS Teams Room.

JOIN US

-  Full-day (9:00am to 4:00pm)
-  Face to face workshop (up to 20)
-  \$895 +GST
+ \$195 +GST to join Leadership Cafe

Lock in your spot

-  Register your interest:
www.mapien.com.au/events-training-workshops/
-  hello@mapien.com.au

