

Risk Management, Compliance & Ethics



Building a better culture and a safer workplace

Are you as well protected as you should be? Do your people know their rights and responsibilities?

A respectful workplace culture and legal compliance is your responsibility.

The cost to your company for not meeting your obligations can be inconvenient, or it can be crippling. Payouts can affect any or all stakeholders: a manager, a managing director, board members or the company as whole. All this before loss of business and brand credentials is taken into account.

To reduce risk, you need to build a culture of respect, fairness and equity. A culture in which people are better equipped to manage and resolve issues as they arise.

In today's workplace, there are compliance requirements that make human rights non-negotiable.

'En Masse helped our staff understand and comply with WH&S laws, while reinforcing the positive cultural values that would help Dräger in our quest to build a high performance culture'.

Hyacinth Hancock,
Human Resources Manager, Dräger



en masse™

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Our human rights approach

En Masse can help you build a positive culture while ensuring you fulfil your legal obligations. We help set your business on a path to sustained growth without setbacks.

Our experienced facilitators, psychologists and instructional designers have created a highly engaging, customised learning experience. Choose from our eLearning modules, face to face workshops, or a blended training approach.

- ▶ We harness the knowledge and expertise of lawyers, psychologists, and instructional designers to deliver a fully integrated program to match your organisational needs.
- ▶ Our Risk and Compliance education programs can be delivered via face to face workshops and online learning modules. We can also tailor a blended learning program to meet your key needs. We have training programs for both management and staff.
- ▶ Our face to face workshops are highly engaging and include role plays, case studies and opportunities for self and team analysis and reflection. Our experienced facilitators will arm your people with the skills and confidence to respond to conflicts and difficult situations as they occur.
- ▶ Our suite of e-learning modules are devoted to the issues most relevant to your organisation. Our curricula is legally and psychologically validated, SCORM-compliant and easily integrated with your Learning Management System.

The outcomes

The En Masse Risk and Compliance program will educate your staff on what constitutes a breach of law, assisting your company to be fully compliant with all workplace laws and regulations.

Our Risk and Compliance package will develop empathy for those vulnerable to abuse and embed a respectful, inclusive and tolerant workplace.

Our training program will provide your people with a sense of responsibility enabling them to think, stop and act in challenging situations, to improve their own behaviour as well as inspiring those around them.

You will have a workplace culture where individuals manage their own risks and apply the practical skills to protect against abuses.

Our core training solutions

Our Risk Management, Compliance & Ethics training is legally concise, written in partnership with and proudly supported by Middletons, a leading Australian law firm. Products include:

- Human Rights Launch Pad™
- Bullying in the Workplace
- Preventing Sexual Harassment
- Equality & Discrimination

Call us today (03) 9820 0799 to discuss our solutions for risk management, compliance and ethics.

Our expert panel

Dr Kristan Braun

An accomplished, highly qualified clinical health psychologist, experienced counsellor and educator with specialised expertise in primary mental health and Employment Assistance Program (EAP).

Helen Rimington

An accredited National Workplace Program trainer and curriculum developer with a Masters in Education, Helen is one of the nation's leading group facilitators in mental health.

Mark Dean

A qualified lawyer with a strong human rights focus, and member of the Diversity Council of Australia.

Fact file

- ▶ Bullying and harassment in the workplace costs the economy about \$14.8 billion a year. ¹
- ▶ More than a quarter of Victorian young women have been discriminated against at work, with 22% more have been sexually harassed. ²
- ▶ Employers are responsible for making sure workers have adequate information, instruction, training and supervision to work in a safe and healthy manner. ³

1. 'Performance Benchmarking of Australian Business Regulation: Occupational Health and Safety', 2010, Productivity Commission

2. Victorian Equal Opportunity & Human Rights Commission

3. www.worksafe.vic.gov.au