

Workplace Respect...by Design

Clear boundaries. Shared responsibility. Prevent harm.

Research-informed workplace behaviour skills to align individual rights, manager authority, and organisational safety.

Does this sound familiar?

The Feedback Paralysis

Managers avoid addressing underperformance or delivering critical feedback out of fear of being accused of bullying or harassment.

The "Attitude" Trap

Leaders interpret an employee's fatigue, errors, or disengagement as a "bad attitude," ignoring upstream workload issues or poor work design.

The Burden of Everything

Managers feel they are personally responsible for solving every team conflict, worried that any complaint is treated as absolute fact without objective investigation.

The Accountability Gap

Employees demand their individual workplace rights, but ignore their personal responsibility to communicate constructively and cooperate with reasonable direction.

The Silent Hazard

Team members remain quiet about unsafe conduct or unsustainable workloads because they predict negative career consequences or social friction.

Beyond compliance checkboxes

Legal standards establish the absolute floor of workplace behavior—not the ceiling.

Workplace Respect...by Design is a highly practical, dual-alignment programme that supports both employees and managers. It completely displaces passive "compliance training" with a balanced, shared framework.

By establishing clear boundaries of reasonable management action, it protects the leader's right to lead, defines the employee's responsibility to contribute, and helps organisations proactively design safe, high-performance environments.

Culture is what the system repeatedly permits.

Workplace conduct is heavily shaped by organisational systems, not just individual traits. When employees are clear on their rights and responsibilities, and managers are equipped to handle concerns fairly and consistently, an organisation builds a foundation of high trust and performance.

This program helps organisations transition from reactive complaint management to proactive, system-level prevention, ensuring that safety and accountability are designed by intent, not left to default.

A shared, balanced framework

To ensure fairness, clarity, and safety, we align both sides of the workplace equation:

For Employees: Voice & Safety

- Treat others respectfully and avoid harmful conduct or retaliation.
- Raise concerns appropriately and early, using clear internal reporting channels.
- Follow reasonable directions and cooperate with safety requirements.

For Managers: Support & Standards

- Establish clear standards and provide safe, predictable systems of work.
- Address workplace hazards (such as workloads) and apply expectations consistently.
- Preserve reasonable accountability and address performance issues constructively.

Our Core Prevention Loop

Participants learn to move from reactive crisis-management to proactive, structured prevention:

- **Notice:** Recognise early behavioral shifts, systemic stressors, and safety indicators before they escalate.
- **Understand:** Separate observable conduct from subjective interpretation and emotional labels.
- **Respond:** Act fairly, clarify expectations, and follow processes without deciding outcomes prematurely.
- **Prevent:** Use the C5 Workplace Respect Scan to evaluate upstream workload, clarity, and tool blockages.
- **Follow Through:** Monitor the environment to ensure standards are consistently modeled and maintained.

Who is this program for?

- **People leaders, supervisors, and managers** who need to maintain clear accountability while preventing risk.
- **HR and safety professionals** seeking to operationalise positive duty and psychosocial safety frameworks.
- **Individual team members** who want to understand their rights, responsibilities, and reporting pathways.
- **Entire organisations** looking to align their culture with modern Australian workplace laws and safety standards.

What participants learn

Through interactive case studies, legal scenarios, and structured exercises, participants learn to:

- **Navigate legal standards** like Fair Work, harassment, and positive duty as practical daily guides.
- **Distinguish bullying from management**, gaining the confidence to direct work and deliver feedback safely.
- **Banish emotional labels** by translating vague workplace complaints into objective, observable facts.
- **Manage disclosures safely**, protecting employee privacy while establishing clear, respectful next steps.
- **Identify psychosocial hazards** upstream before they escalate into downstream behavioural stress.

Program details & Investment

- **Format:** Live, highly interactive facilitated workshop
- **Duration:** 3-4 hours (Essentials Program format)
- **Group size:** Up to 20 participants per session
- **Investment:** A\$4,250 + GST

What is Included:

- Up to one-hour client-alignment briefing.
- Contextualisation of industry-specific scenarios, policies, and internal reporting pathways.
- Researcher-led facilitation.
- Digital participant resources, reflection guides, and printable C5 audit cards.
- 30-minute online follow-up calibration session within 14 days.

Travel and venue costs are additional where required. Extensive tailoring, client branding, train-the-trainer delivery and internal licensing are available by quotation. Additional sessions in substantially the same context are available from A\$2,750 + GST.

Research-informed. Practical by design.

Workplace Respect...by Design integrates seamlessly with the broader Bryter suite. By applying the C5 environmental scan to workplace conduct, your team learns to check if a behavioral issue is a systemic gap (unclear standards, broken processes) before managing consequences. It turns compliance into a natural, high-performance capability.