

# ESF IMPACT

## newsletter

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## Mental Health in Focus

ESF has designed a unique program called Mental Health in Focus for executive leaders from across the sector to discuss issues of culture. Working with Rely, Steople, Maddocks and Clarity Workplace Solutions, the program involves a series of conversations, where participants are introduced to subject matter experts and have the opportunity to discuss the big issues of culture.

In a study conducted by Google entitled 'The Aristotle Project', the number one thing found across their business globally was that psychological safety was by far the most crucial factor driving team performance. Psychological safety is all about not being afraid to speak up. Workplace civility is all about respect. These intersect with wellbeing to create a preventative focus.

Hayden Fricke from Steople, said, "To drive high performance you need both cultural accountability and psychological safety. Seventy percent of culture is about the daily habits of leaders.

Most people don't intend to be disrespectful but there is a huge amount of research that suggests that a single incidence of incivility in the workplace can result in decreased work effort, increase in absenteeism, less commitment to the organisation, decreased productivity, people choosing to change jobs.

Ro Allen, Victorian Equal Opportunity and Human Right Commissioner joined the conversation this week saying, "I reckon you could rub the name off the top of every review that has ever been done in this sector because the drivers of workplace harm that repeatedly appear in these reviews are so similar.



They are power imbalance, organisational tolerance and culture of silence, leadership and management gaps, disproportionate focus on operational KPIs, structural barriers and work-related risk factors. She said, "We need to set up the development opportunities and procedures to help people understand this and succeed as managers and leaders."

better together

### RESPONSES

I absolutely enjoyed this session and discovering the mechanics of how workplace civility underpins psychosocial safety in our workplaces. It's so powerful to have senior leaders from a range of comparable industries to workshop alongside of and hear we are all on the same journey of improvement growth. Our expert panel members are fantastic and a huge benefit for all of us on our inclusive learning journey to be better leaders and improve mental health outcomes for our people.

**Gavin Blair, GM Melbourne Assessment Prison & Courts**

A wonderful first session. I have left today with some valuable new connections, some new ideas to explore, and some skills to practice – with the very practical tips for Micro Connections, Role Modelling Recovery, and Benefit Finding on my radar.

**Alison Goss, ED People & Culture (Acting) Ambulance Victoria**

The program provided a great opportunity to hear from Ro Allen, Victorian Equal Opportunity and Human Rights Commissioner. The Commissioner provided a series of examples of the real life challenges in the workplace and encouraged leaders to be confident, consistent and caring with the understanding that cultural changes take time.

**Rohann Luke, Deputy Chief Officer CFA**

The workshop provided a great opportunity to engage with agencies across the sector and gain insight into the innovations being implemented.

**Deb Parkin, GM Business Services IGEM**