

Noel Arnold & Associates has joined with resilience expert Michael Licenblat to assist organisations prevent psychological injury. We offer a strategy combining effective workplace interventions with personal wellbeing and resilience initiatives.



Program Objectives

- To introduce participants to current knowledge and practices to prevent psychological injury.
- Assist participants design and implement practical workplace interventions.
- Assist participants to develop the skills and personal practices to build their own health and wellbeing, prevent burn-out and sustain job satisfaction.

Accumulating workplace and life stresses, taking people beyond their capacities to adapt, are now well recognised as significant factors contributing to the steep increase in psychological injury claims. Second only to manual handling injuries in terms of the total cost of workers compensation claims, psychological injury is sensitive and complex and can have long term debilitating impacts on organisations & individuals.

The Australian Safety and Compensation Council Report 2006 on Workplace Psychological Injury, explored the limitations of the law and interpretations of the courts, made only one recommendation. A new direction -

“Greater benefits might be obtained through attempts at prevention and rehabilitation of psychological injuries. We believe that additional resources focused on rehabilitation and prevention may prove to be the key to management of the growing incidence of psychological injury”

Our Approach

Commencing with a new one day workshop and offering a sustained workplace program **our approach** is designed to:

- Introduce participants to current legislative requirements and recent important decisions of the courts regarding psychological injury.
- Draw upon the findings of the last decade of international research into effective interventions to reduce workplace stress
- Introduce a structured step by step approach to successful workplace prevention programs.
- Use various sources of data to identify where well designed and communicated change strategies can make a positive difference to the work environment.
- Use combinations of perceptive risk assessment tools and processes to improve identification and control over factors known to cause stress and psychological injury.
- Broaden and strengthen each individual's processes of resilience and capacity to relax and recover.
- Develop emotional intelligence and insight, skills and new personal practices to build health and wellbeing, prevent burn-out and sustain job satisfaction.

Course Outline

A 1 day interactive and engaging workshop program

Morning

- Defining health and psychological health
- Legal requirements OHS Act 2004 and recent court decisions
- Scale of Injury, incidence, time, costs
- More than Stress – Mortality, Morbidity - international research findings
- Validated Tools for early self identification “at risk”
- Benefits of early intervention
- Steps and Key Factors in effective program design

Afternoon

The afternoon sessions introduce participants to key practices related to:

- Developing the essential skill of staying focused, motivated and calm
- Letting go of worries, release pressure, induced physical tension in the body
- Effectively deal with difficult people
- Use self management and relaxation strategies, be present and engaged with your family

These practices improve communication skills, preserve and build your health and wellbeing, prevent burn out, increase morale, motivation, stamina and productivity.

Key Outcomes

- Understanding legislative obligations
- Strategies for practical and effective interventions
- Improved personal health, wellbeing and organisational performance

Presenters

Sandy Doull

Has 29 years of experience in occupational health, safety and injury management in Australia. He has a strong background in counseling, training and consulting focused on identifying and controlling workplace risks.

He is particularly skilled in optimising effective leadership and creating a positive team culture. Sandy has extensive experience in mapping out action plans and resources required to establish a systematic approach to improving wellbeing and OHS performance.

Michael Licenblat

With a Bachelor of Science in Psychology and a Diploma in Shiatsu body therapy, Michael helps organisations & individuals understand their pressure profile, better manage their people pressure, and stop *'working themselves to death'*

Michael regularly publishes articles and has delivered workshops to organizations such as SEEK Communications, CEO Institute, Fujitsu, Scotts Australia, VECCI, Caterpillar Australia, Department of Justice.

Michael has also authored the CD series *'How to handle difficult, demanding and negative people - without becoming drained'* has co-authored the book *'Ideas, Volume 2'*, and the e-book *'Turning Stress into Energy and Enthusiasm'*.

Date & Venue

Date: June 24th 2009
Time: 9.00am - 4.30pm
Venue: Noel Arnold & Associates Training Centre
Level 3/818 Whitehorse Rd, Box Hill 3128

Fees

The course fee per participant is \$550, including GST and is fully inclusive of:

- Comprehensive course workbook
- Morning, lunch & afternoon refreshments

Registration

For further information & course registration contact
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