



# NAVIGATING PSYCHOSOCIAL HAZARDS



Dynamic Leadership  
Programs Australia

**EMPOWERING  
ORGANISATIONS WITH  
COMPREHENSIVE RISK  
MANAGEMENT SOLUTIONS**



## INTRODUCTION

### WELCOME TO DLPA!

At DLPA, we understand that the mental well-being of your workforce is as critical as their physical safety. Psychosocial hazards- such as work-related stress, harassment, bullying, job design and fatigue pose significant risks to both employees and organizations. Left unmanaged, these hazards can lead to reduced productivity, high turnover, and even legal consequences.



1300 766 339

## OUR COMMITMENT

DLPA is committed to helping organisations like yours navigate the complexities of psychosocial hazard management. Our tailored services are designed to identify, assess, and mitigate these risks, ensuring a safe and healthy workplace for all.



[info@dlpa.com.au](mailto:info@dlpa.com.au)



L3/15 Blue Street, North Sydney NSW 2060

**DLPA**

## WHAT ARE PSYCHOSOCIAL HAZARDS?

Psychosocial hazards are elements in the workplace environment that can harm the mental, emotional, and social well-being of employees. These hazards can stem from excessive workloads, lack of support, unclear job roles, or workplace culture issues like bullying and discrimination.



## WHY THEY MATTER

Addressing psychosocial hazards is not just about compliance; it's about fostering a thriving workplace. Proactively managing these risks can lead to improved employee engagement, higher job satisfaction, and a stronger organisational reputation.



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## OUR SERVICES

**Risk Workshops:** Our interactive workshops engage your team in identifying and understanding psychosocial hazards specific to your workplace. Through guided discussions and real-world scenarios, we empower your workforce to recognize potential risks and contribute to a safer environment.

**Provision of a Risk Register:** DLPA provides a comprehensive risk register tailored to your organisation. This living document serves as a central repository for all identified psychosocial hazards, their associated risks, and mitigation strategies, ensuring ongoing awareness and management.

**Procedure and Policy Drafting:** Clear policies and procedures are the backbone of effective risk management. We assist in drafting or refining your organisation's policies to address psychosocial hazards, ensuring they are both compliant and practical for daily operations.

**Training and Development:** Empower your leaders and staff with the knowledge and skills needed to manage psychosocial risks. Our training programs cover everything from hazard identification to response strategies, equipping your team to maintain a supportive and resilient workplace culture.



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## WHY CHOOSE DLPA

When you work with **DLPA**, you get access to our specialised experience. We work with you and your people to make sure you are in control of driving the talent strategy in a way that works for you.

- **Expert Guidance:** Learn from industry leaders and experienced mentors dedicated to supporting your journey every step of the way.
- **Collaborative Network:** Connect with a vibrant community of like-minded professionals, creating lifelong networks and collaborations.
- **Tailored Learning:** Benefit from a curriculum that blends online learning with in-person workshops, tailored to fit the busy schedules of working professionals.
- **Real-World Application:** Engage in real-world projects, case studies, and simulations that bridge the gap between theory and practice.





# CASE STUDY

DLPA

## CLIENT SUCCESS STORIES

### Case Study 1: Transforming Workplace Culture at Legal Services

1. **Challenge:** High turnover due to workplace bullying, and exposure to traumatic materials in the course of work.
2. **Solution:** Comprehensive risk workshops, policy and procedure overhaul, training and development, proactive cultural change program.
3. **Result:** 30% reduction in turnover and improved employee satisfaction.



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## CLIENT SUCCESS STORIES

### Case Study 2: Reducing Stress in High-Pressure Environments for a Construction Company

1. **Challenge:** Increased stress and burnout among employees in a fast-paced and high stakes industry.
2. **Solution:** Implementation of a risk register and targeted training, focus on stress management. Redesign systems of work to alleviate bottlenecks and a stress points.
3. **Result:** 20% decrease in reported stress levels and increase in productivity metrics.



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# GET STARTED WITH DLPA

## Take the First Step Towards a Safer Workplace

Are you ready to safeguard your workforce against psychosocial hazards? Contact DLPA today to learn more about how we can support your organization in creating a healthier, more productive work environment.



### CONTACT US

**DynamicLeadershipPrograms Australia (DLPA)**

SYDNEY | MELBOURNE

- 1300 766 339
- info@dlpa.com.au
- www.dlpa.com.au
- Level 3, 15 Blue St, North Sydney, NSW 2060 Australia

### Follow Us

