

2023-24 Masterclasses

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July 2023

[Giving and receiving feedback](#)

Feedback takes little effort, but lots of practice. [Office](#) vibe research reported:

- 14.9% lower turnover rates in companies that implement regular employee feedback.
- 4 out of 10 workers are actively disengaged when they get little or no feedback.
- 65% of employees said they wanted more feedback BUT 58% of managers think they give enough.

In this masterclass you will learn the components of effective feedback, along with a simple model to use to give, and ask for, feedback from your team.

August

[Positive duty, sexual harassment & psychosocial risks](#)

From 12 December 2023 the Australian Human Rights Commission will have new powers, including monitoring and assessing compliance with the new positive duty to eliminate sexual harassment and sex discrimination. Before that time, policies, training, and procedures will need to have been updated, consulted on and implemented to ensure compliance.

Join this masterclass to learn about the changes and the practical steps you can take this year to keep compliant and build your culture.

September

[Managing Multiple Generations](#)

There are currently five generations in the workforce. This brings challenges to the workplace as each generation can have a different approach to work including what motivates them, how they communicate, and what they are looking for from an employer. This will continue to change and be a challenge for business owners as by 2025, Millennials (Generation Y) will comprise 75% of the global workforce. In this masterclass we explore:

- Generalisations and assumptions made about different generations
- Attracting and retaining great people from different generations
- Effectively communicating across generations

October

[Situational Leadership](#)

Learn how to adapt your leadership style to the needs of your individual team members. Based on research by Paul Hersey and Ken Blanchard, situational leadership is considered one of the most widely used leadership style in the world that can help to build employee commitment and retention. Learn different leadership styles and when best to employ them to the situation along with making a plan for how to best support your current team.

November

[Fostering creativity in your workplace](#)

Creativity in the workplace keeps an organisation moving forward and innovative. According to the World Economic Forum Future of Jobs Report, creative thinking is ranked as the second most important work skill by 2027!

Innovation is difficult to achieve without creativity, but many of us don't consider ourselves as creative. Learn how creativity is a skill that with practice and habit can be learned and implemented.

December

Note: Due to public holidays this masterclass will be held on December 12, 2023

[High performing teams](#)

As leaders, we strive for our teams to perform to a high level. It not only gives the team members satisfaction and engagement, but helps the business succeed. In this masterclass we will cover:

- Stages of Team Development
- Google's research into high performance
- Psychological Safety
- 5 Dysfunctions of a Team

January 2024

[Presentation skills](#)

Presenting can be nerve-wracking and difficult without practice. In this masterclass we cover a story-telling model for presenting, how to establish rapport and engage different audiences and provide an opportunity for you to practice presenting in a safe small group session.

February

[Managing Performance](#)

As a leader, trying to improve an employee's poor performance can be difficult, time consuming and layered with legal & reputational risks.

This masterclass is we explore:

- how to identify poor performers (and not just someone having a bad month)
- an easy process for discussing poor performance and making a plan to improve
- common traps to avoid to stay compliant and out of the Fair Work Commission

March

[Time Management](#)

Time management involves developing processes and tools that increase efficiency and productivity. In this masterclass we will explore ways to set priorities, manage distractions, and delegate effectively.

April

[Building confidence *\(in yourself and others\)*](#)

Healthy confidence is essential for growth and success as a leader. In this masterclass we explore techniques for eliminating unhealthy thought patterns and replacing them with supportive patterns along with other strategies for building confidence in yourself and your team members.

May

[Practicalities of redundancy](#)

Unfortunately, redundancies can be a part of business life. In this masterclass we explore:

- what is consultation and why it is required
- a simple process for consultation and communication
- common traps to avoid so that you stay compliant and out of the Fair Work Commission

June

[GSD \(Getting Stuff Done\)](#)

With so many distractions from technology and people in today's workplace it can be difficult to get stuff done. In this masterclass we explore why multi-tasking is a myth, the reasons we procrastinate, and techniques to prioritize tasks, say no when you need to, and create routines.

July

[Difficult Conversations](#)

They are called difficult for a reason! Be it providing news of an upcoming redundancy, performance management, or declining a promotion, these are all conversations that you will have as a manager at some point in your career.

Join this masterclass to explore how to reduce a fight-flight-freeze response from your team member, examples of scripts for difficult scenarios, and how a culture of living the company values can help when making difficult decisions.