



INSTITUTE
of
ORGANISATIONAL
PSYCHOLOGY

Te Kāhui Mātai Hinengaro ā te Wāhi Mahi

**Workshops 2020 Christchurch,
9th Aotearoa New Zealand
Organisational Psychology and
Organisational Behaviour
Conference**

[Register here](#)

26 November, Pre-conference Workshops

Mentally healthy work: What, why and how.

John Fitzgerald, Lead Mentally Healthy Work, Worksafe

This keynote focuses on exploring mentally healthy work as a process rather than an outcome. It also outlines why PCBUs should be interested in mentally healthy work, and how to attain a mentally healthy workplace from which workers can return home healthy and safe. While a growing national and international appetite to address mental health issues in our communities we are being challenged to integrate solutions across life domains, and become kinder and more compassionate. Does work have a place as a compassionate community?

High performing teams - mini-workshop

Hazel Bethel, Senior Consultant, Winsborough

Never has the topic of creating High Performing Teams been more relevant then now, in this high tech, fast-moving and disrupted global landscape. It is quite something for teams to rebound from the current internal and external pressures, pull everyone together in alignment and focus, and drive towards meaningful results the whole organisation will benefit from. As organisational behaviour specialists, we have the opportunity to add significant value to NZ businesses using science-backed ideas and innovations in team performance and team leadership.

This mini-workshop is based on the Rocket Model to High Performing Teams developed by Dr Gordy Curphy and Dr Bob Hogan. The Rocket Model is a research-based framework for building high performance teams, with substantial proof of Return on Investment. It lays out essential questions, step by step, that a team must answer in order to agree on purpose, bounce back from conflict and ultimately achieve their goals. The questions surround the following key elements of great team performance. By defining each of those items, in terms of the team's unique makeup and specific needs, everyone can propel forward and excel on a daily basis.

This mini-workshop will bring the Rocket Model to life using real team examples and discussion. Participants will leave with sufficient understanding to start applying the Rocket Model to their own teams or client teams. It will be facilitated by Hazel Bethel, registered psychologist and senior consultant with Winsborough.

Liberating Structures that can be used in individual and team coaching.

David Bennett

Liberating Structures (LS) are simple methods that anybody can use to improve or change the way work gets done, now and in the future. Every single one of the 33 structures rests on the idea that everybody is included and invited to participate in shaping the group's shared future. The structures are easy to learn, requiring no lengthy training. They are easy to use and don't require bringing in an expert.

[Register here](#)

Building Psychologically Healthy and Inclusive Workplaces: Practical Strategies for Promoting Wellbeing of Culturally and Linguistically Diverse Employees
Aleksandra Gosteva and Lauretta Muir.

Within the field of Industrial and Organisational Psychology, psychological safety is can be defined as “a shared belief held by members of a team that the team is safe for interpersonal risk taking” (Edmondson, 1999, p. 45). It is “a prerequisite for choosing ‘voice’ over ‘silence’ (Eppich, 2015, p. 86).The goal of this workshop is to support practitioners in developing a repertoire of practical strategies for promoting psychologically safe and healthy workplaces which embraces inclusion of culturally and linguistically diverse employees. Participants will learn how to promote an inclusive atmosphere, and cultivate positive workplace relationships in order to build psychologically healthy and inclusive working environments in which employees from different cultural and linguistic backgrounds feel welcome, safe, and productive. The practical component of the workshop will provide participants with the opportunity to participate in discussions promoting an understanding of what inclusion is and how it can be promoted in order to build psychologically healthy teams and workplaces. The facilitators will draw on the ideas that emerge from the participants’ perspectives, with reference to psychological theory and practice. Links to reading materials will be supplied to assist with consolidation of material from the experiential work during the workshop.

26 November Programme

	Teams	Inclusion
1.00pm	Keynote: John Fitzgerald Mentally healthy work: What, why and how.	
2.00pm	Hazel Bethel High Performing Teams Mini Workshop	Aleksandra Gosteva Building Psychologically Healthy and Inclusive Workplaces: Practical Strategies for Promoting Wellbeing of Culturally and Linguistically Diverse Employees
3.30pm	David Bennett Liberating Structures that can be used in individual and team coaching.	
4.00pm	Philip Aldridge An Introduction to the Health and Safety Association of New Zealand	
4.20pm	IOP AGM	
5.00pm	Finish	
6.00pm	Dinner	