

Instill Workplace Fairness and Manage Discrimination

WORKSHOP OBJECTIVE

This workshop is specially designed to provide practical solutions towards building inclusive strategies that align with organizational goals and compliance standards, to handle workplace fairness, harassment and discrimination. It focuses primarily on “How” to effectively handle challenging situations that manages the emotional state and wellbeing of the employees. Participants will learn to identify and mitigate unconscious bias, implement equitable workplace practices, and handle discrimination complaints with empathy and professionalism.

WORKSHOP OUTLINE

- Explore the legal framework and developments on Workplace Fairness Legislation, its applicability to discrimination issues
- Define and establish how fair employment practices interplay into managing HR processes from recruitment, interviews, onboarding, offboarding and the practicable aspects in employment and performance management policies
- Recognize unconscious bias in decision-making, strategies to mitigate bias and enhance the understanding of tackling discrimination in ensuring fairness in the workplace
- Conduct fair and thorough investigations and implement corrective actions

METHODOLOGY

Case studies, questionnaire/quiz, experiential and curated role play, group discussions, facilitation and sharing, critique and review

FOR WHO

Human Resources | Managers | Supervisors | Team Leaders | Employees with supervisory roles

FACILITATOR

Anne Go has held various Human Resources roles across private corporations and public sector, spending at least 12 years with the Ministry of Manpower from Human Resources to leading Corporate Services, Corporate Planning, Organization & Learning Development teams in the last stint. In her 25 years of professional experience, she was also involved in sales and marketing, strategic workforce planning and developmental training. Among the successful implementation of initiatives, Anne has helped organizations to develop new or redesign human resources frameworks, curated change management processes to increase quality, customized training programs, streamlined and digitalized HR processes.

Anne holds two master’s degrees, Master of Counselling from Monash University and Master of Management in Human Resource Management from Macquarie University. As a HR Practitioner and trained Counsellor, the dual roles allow her to integrate therapeutic approaches into HR practices, enhancing employee well-being at the forefront of organizational strategies. Anne also believes in being socially responsible. She commits her time in doing community work and is currently serving as a management committee member at Lighthouse School.