

Navigating the contemporary workplace:

Experiences and strategies to grow your people

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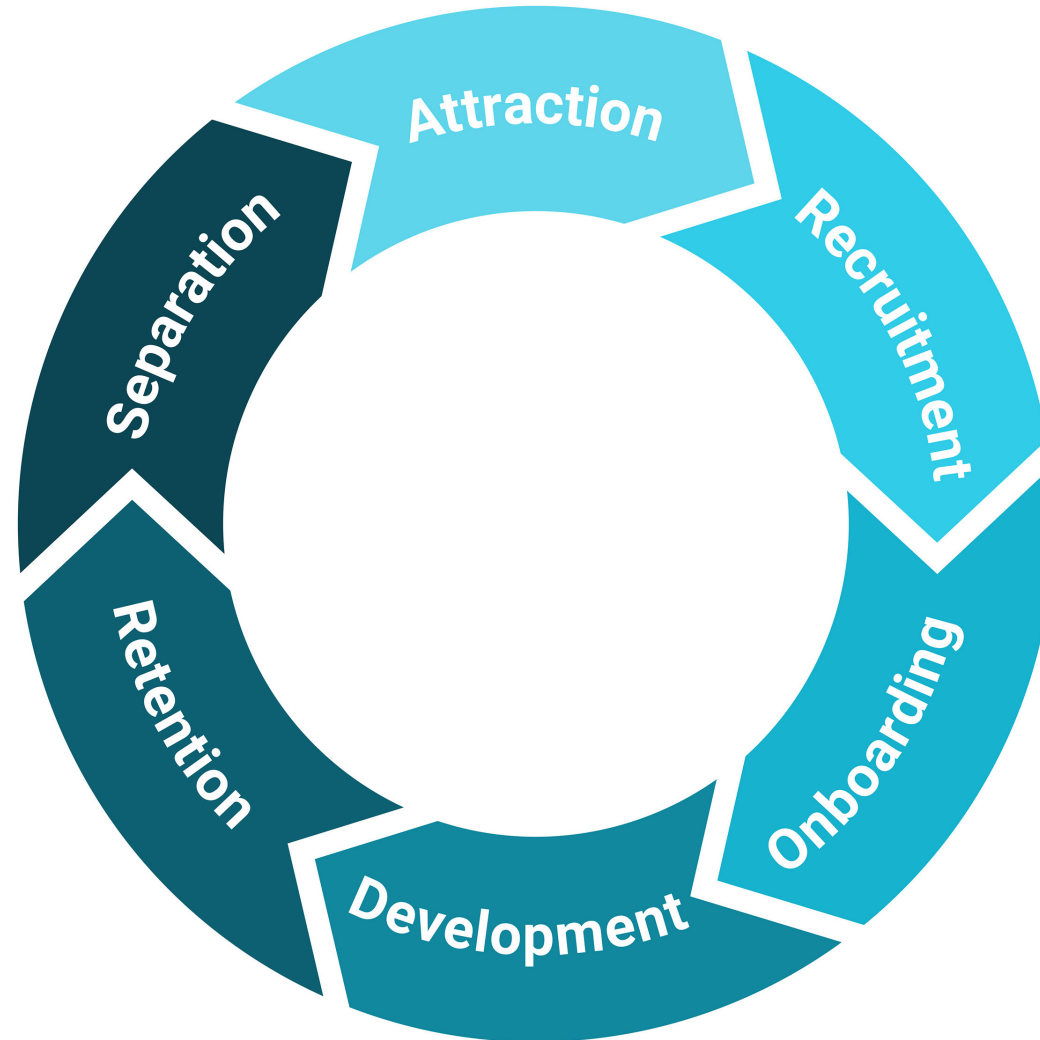
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Your Questions: The Employee Lifecycle



What do Employees Want in 2023?

- **Wellbeing** | Promotion of mental health, work/life wellbeing, flexible work arrangements
- **Remuneration** | Salary, financial compensation, benefits
- **Culture** | Supportive leadership, inclusiveness, team feel, relationships

A cumulative offering across 3 factors:

- Colleagues are supportive, values align
- Work/life wellbeing is encouraged by the practice (e.g. through flexible work and wellbeing initiatives)
- Remuneration is competitive

The Psychosocial Climate

Job demands

Job control

Support

Role clarity

Organisational
change
management

Reward and
recognition

Organisational
justice

Management of
traumatic events

Work location
(e.g. remote)

Physical
environment

Violence and
aggression

Bullying

Harassment of all
kinds

Interpersonal
conflict

Panel Discussion:
Experiences and Strategies
to Grow Your People

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Q&A

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