

ashurst

Ashurst Global  
Workplace Learning





Ashurst's global Employment team offers an extensive range of Workplace Learning tailored to your needs. We focus on coaching participants by sharing our knowledge and experience of legal issues. We aim to build confidence in participants through developing their understanding and skills.

## UNDERSTANDING AND APPLYING EMPLOYMENT LAW

At Ashurst, we recognise that your legal and business needs extend beyond advice and representation. Modern organisations are increasingly focussed on upskilling their people to recognise and respond to potential legal issues.

Our client tailored Workplace Learning helps you to:

- generate an understanding of legal issues among your staff to help with early identification of issues
- motivate and retain staff by investing in their personal development
- reduce business risk; and
- comply with statutory and regulatory requirements.

## Workplace Learning options

Our Workplace Learning can be tailored to suit your organisation's policies, learning purpose, size, budget and time constraints and can include:

### WORKPLACE TRAINING

Interactive and practical sessions ideal for:

- learning or updating skills such as how to conduct a workplace investigation
- challenging and changing perceptions, for example about appropriate workplace behaviours
- any time frame to suit your training needs; and
- up to 20 participants, to maximise the benefit of the interactive nature of the session.

### ROUND TABLE DISCUSSIONS

Facilitated interactive discussions ideal for:

- learning about changes to the law and new regulatory requirements
- briefing senior management teams and board members in an efficient and interactive way; and
- up to 10 participants, to maximise the dialogue between our experts and your people.

### SEMINARS

Detailed presentations which are ideal for:

- briefing large numbers of people at the same time (as many as your venue can hold)
- updating staff on changes to the law or reminding them of their obligations; and
- time-constrained staff.

# Why Ashurst?

Many of our lawyers are experienced trainers with expertise in developing and facilitating informative, practical and interactive training sessions. Our lawyers are also clear, concise and engaging seminar presenters.

Organisations that have benefited from our client tailored Workplace Learning include Australian Federal Police, Australian Taxation Office, Bank of America Merrill Lynch, Bank Australia, BOC, David Jones and Country Road Group, Ipoh, Mitsui, Monash University, Morgan Stanley, Newcrest Mining Limited, Qantas Airways Limited, University of Queensland, Westpac, and Woolworths..

## Workplace Learning topics

Our Workplace Learning options can be tailored to your policies and your preferred employment law topics. Some examples include:

### HUMAN RESOURCES

- Conducting workplace investigations
- Managing flexible work and parental leave
- Managing social media at work
- Performance management, disciplinary action and termination of employment
- Recruiting and engaging staff
- Incentives and pensions
- Restructuring and acquisitions

### COLLECTIVE EMPLOYMENT ARRANGEMENTS

- Advocacy
- Good decision-making
- Good faith bargaining

### HEALTH AND SAFETY

- Individual liability for workers under safety laws
- Managing a major safety incident
- Managing contractor safety
- Managing ill and injured workers
- Officer liability and due diligence under safety laws

### DISCRIMINATION, HARASSMENT AND BULLYING

- Appropriate workplace behaviours
- Being a contact officer

We can also work with you in advance of any training conduct a gap analysis and to review your policies, procedures and template contracts of employment.

## WHAT OUR CLIENTS SAY ABOUT US

*I believe the course is an amazing tool in setting you up for success in a leadership role.*

**QANTAS AIRWAYS LIMITED**

*Fantastic knowledge of content and practical application. I feel they understand our business and requirements as if they were a part of our business.*

**ANGLO AMERICAN COAL**

*Really good course, excellent presentations from the two main solicitors, it was great to see their dynamic of the commercial versus the employment law constraints.*

**LONDON ATTENDEE**

*Excellent training – I found the training very useful and I will definitely take a different approach to any future cases.*

**LONDON ATTENDEE**

## FURTHER INFORMATION

To discuss how our client tailored Workplace Learning could help your organisation, or to obtain an indicative costing, please contact your current Ashurst advisor, or:

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