

**BE THERE**

G R O U P

**TRAINING  
PROPOSAL**

2024

[www.betheregroup.com.au](http://www.betheregroup.com.au)

# ABOUT US



The Be There Group is committed to transforming our world into safer, more equitable, and thriving environments through courageous conversations that address bias, assumptions, and cultural dynamics. Centered on the critical role of the bystander, our approach emphasises psychosocial safety and effective leadership.

As a collective of psychologists, mediators, and specialists in violence prevention, we design interactive and empowering workshops aimed at fostering self-reflection and skill development. We invite participants to engage in these vital conversations believing that together we can **“Be The Change”** required to end domestic violence and create respectful and inclusive communities.

It’s on all of us to: **“Be Someone Who Does Something”**

# Executive Summary

Our programs challenge deep-rooted attitudes, beliefs, and behaviours that normalise problematic behaviour such as gender-based violence, sexual harassment, bullying and racism. By opening conversations around these complex issues, we create an opportunity for participants to reflect and engage in driving meaningful change.

We provide participants with a safe, respectful environment to challenge their thoughts and ideas, engage in difficult conversations, and ask the tough questions. We foster open conversations without judgment, ensuring that no one is shamed or dismissed. Guided by the principle, "curious, not furious," we believe that if meaningful conversations can't happen in this space, they will be lost elsewhere.

What sets our workshops apart?

- We collaborate with you! We gain valuable insights, ensuring our training is **tailored to suit** the audience and create a safe, comfortable learning environment.
- Our training is conversational and interactive, offering participants **practical tools and scripts** to apply in real-life situations.
- Presentations can be adapted by your graphic design team to align with your brand.
- Our workshops include post training evaluation. These results are collated into a comprehensive Training report inclusive of both participant and facilitator feedback.
- Our workshops provide follow up reading materials and resources to support the learning journey of all participants.
- Our facilitators work on a co-facilitation model. Each facilitator is trained in first responder initiatives and will ensure that if a person appears distressed, seeks out our support and/or leaves the training room they will be accompanied by a facilitator to check in and refer to support services where required. We also pair facilitators with our participants in mind, to consider life experiences and perspectives, including First Nations, LGBTIQ+, ethnicity, religion etc. We work with you to understand the participant cohort and ensure we have the right intersection and diversity of facilitators to meet them where they are at. Further,

Be There Group are a proven, market-tested business delivery model for respectful workplace training across various sectors, ensuring consistency and quality. We are a team of highly experienced facilitators skilled at creating safe, supportive spaces while also challenging the status quo. Our facilitators have a track record of driving critical conversations even in settings where these discussions have never taken place before.

# WHAT WE DO?



## Courage

Our Courage Series empowers individuals to embrace personal leadership, fostering environments where everyone feels safe, included, and empowered to thrive.

## Growth

Our Growth Series invites individuals on a transformative journey of self-development and critical self-reflection.

## Connection

Our connection series focuses on how we show up for others by inviting them into our space, fostering safety, responding with compassion, understanding trauma, and building meaningful human connections.

# Courage Series

## Empowering Positive Workplaces

Who: All staff

Duration: 3.5 hours

The Be There Group is dedicated to empowering individuals to create a safer, more equitable workplace by addressing relevant legislation regarding unacceptable behaviors through interactive and engaging workshops. Embracing the philosophy of "when you know better, you do better," our most popular workshop fosters reflection on personal contributions to workplace culture and encourages harnessing personal leadership to cultivate a positive environment.

### Learning Outcomes:

- **Personal Leadership:** Explore the concept of leadership and recognise the pivotal role that every employee plays as a personal leader in shaping workplace dynamics.
- **Diversity, Inclusion, Respect:** Delve into the meanings of these essential terms, examine our individual beliefs about them, and identify tangible actions to contribute to a diverse, inclusive, and respectful workplace.
- **The Bystander:** Address barriers to intervention, understand the bystander framework, and apply it to specific workplace scenarios to enhance responsiveness.
- **Sexual Harassment:** Gain clarity on the legal definition, recognise examples, and understand its impact on the workplace environment.
- **Showing Support:** Learn how to hold others respectfully accountable, navigate pushback, and maintain curiosity and respect when addressing problematic behaviors. We will unpack personal accountability, provide essential language and tools for responding to disclosures, and discuss the difference between the impact and intention of our actions.
- **Workplace Culture:** Conclude the session by exploring the benefits of a positive workplace culture compared to the consequences of a negative one, emphasising the significance of personal contributions to creating safe and respectful environments.

Relevant Legislation/Policy: Sex Discrimination Act 1984 (Cth); Respect @Work Report; Fair Work Act (2009); Safe Work Australia – Code of Practice 2022.

Max Attendees: 40

Join us in this essential workshop and take an active role in fostering a workplace where everyone thrives.



# Courage Series

## Cultural Change - Gender Based Violence Prevention.

After a decade of delivering workshops on diversity, equity, inclusion, cultural change, and violence prevention, the number one question we receive is, "But why?" In response, we are proud to introduce our gender-based violence prevention workshop, Cultural Change. This initiative empowers individuals to become personal leaders in the prevention of gender-based violence by understanding how seemingly harmless behaviors—such as jokes and language—can contribute to a culture that enables significant forms of violence. Trust us when we say, this is the program your staff truly wants to know more about; it's the course that has the potential to change lives.

Who: All staff

Duration: 4 hours

Learning Outcomes:

This Cultural Change program equips workplaces with the knowledge and tools to actively prevent gender-based violence by addressing its root causes. Participants will explore the critical link between gender inequality and the key drivers of violence against women, gaining insights into how these factors contribute to the alarming rates of Domestic, Family and Sexual Violence (DFSV) in Australia today.

Through interactive discussions and real-world examples, participants will leave with a deeper understanding of their role in preventing gender-based violence, both within their organisations and in the wider community. By promoting gender equality, workplaces can play a vital role in reducing DFV and creating safer environments for all.

Relevant Legislation/Policy: Coercive Control Legislation QLD (2025); Our Watch framework – Change the Story; The National Plan to End Violence Against Women and Children 2022 – 2023; Aboriginal and Torres Strait Islander Action Plan; Jess Hill and Michael Salter: Rethinking Primary Prevention 2024; Australian Human Rights.

Max Attendees: 40

Join us in this essential program and take a proactive step towards fostering a safer and more equitable workplace.

# Courage Series

## Coercive Control Training

Who: Front line staff – Corrections, Police, Child Safety, etc.

Duration: 6 hours

Learning Outcomes:

With over two decades of experience within the prison system, behaviour change programs, the women's domestic violence crisis sector, and the parole system, our team stands out as leaders in the field. We understand the holistic needs necessary to effect meaningful change. Having listened to and learned from thousands of individuals—both those who have been harmed and those who have caused harm—we believe this conversation is essential to addressing the national crisis of violence against women. If your organisation aims to support staff and their families facing domestic and family violence, this is the program for you.

While other programs often focus on individual victim or survivor stories, our approach examines the common thread of power and control that underpins all domestic and family violence. This four-hour workshop is specifically designed to equip front-line staff with a comprehensive understanding of the nuances of coercive control. Participants will explore how coercive control functions as a form of psychological and emotional abuse—often hidden yet profoundly damaging to victims and their families.

By centering the experiences of victims and their children and applying a trauma-informed lens, this training empowers professionals to better identify, understand, and respond to coercive control. In doing so, we foster a more compassionate and effective approach to addressing domestic and family violence and sexual violence in Australia.

Relevant legislation/policy: Coercive Control Legislation QLD (2025), Australian Human Rights Commission, Our Watch- Change the Story Framework; The National Plan to End Violence Against Women and Children 2022 – 2023;

Max attendees: 40

N.B. This training is not offered via Train the Trainer due to the specialist nature of the content and delivery required.

# Growth Series

## Be The Change

Fostering Personal Leadership is the program we all wish we had when we first stepped into management. This workshop is an invitation to reflect on the type of leader you aspire to be and to embrace the principles of Inclusive Leadership—not just as buzzwords, but as essential standards for creating safe and supportive workplaces for all.

Designed for middle management and emerging leaders, this engaging four-hour session invites participants to critically examine their leadership approach. By exploring the impact of unconscious bias, emotional intelligence (EQ), and adaptive quotient (AQ), participants will gain valuable insights into how these elements contribute to effective leadership, collaboration, and decision-making.

### Learning Outcomes:

- Develop a deeper understanding of personal biases and their influence on leadership style.
- Create actionable strategies to enhance emotional intelligence and adapt to diverse situations.
- Recognise the importance of AQ in navigating challenges and effectively leading teams.
- Leave equipped with practical skills to foster an inclusive, supportive, and resilient work environment.
- Join us on this transformative journey and equip yourself with the tools to be the leader you've always wanted to be.

Max Attendees: 40

Take this opportunity to elevate your leadership and make a lasting impact in your workplace!  
Be The change



# Growth Series

## **Executive Leadership Series (one off or series)**

Who: Senior and Executive Leadership

Duration: 90 Minutes

Learning Outcomes:

Our bespoke executive leadership training sessions are designed for small groups and tailored to meet the unique needs of your executive leadership team. We offer a variety of focus areas, allowing you to select topics most relevant to your leadership goals.

Options May Include:

- **Critical Self-Reflection:** Encourage leaders to examine their leadership styles and identify areas for growth, including vulnerability and accountability—essential for leading with openness and authenticity.
- **Inclusive Leadership:** Foster environments that embrace diversity and equity, ensuring all voices are heard and valued.
- **Gender Equity:** Address workplace inequalities and create pathways for equal opportunities. Explore the connection between gender inequality in the workplace and gender-based violence in the community, highlighting how fostering equity within organisations can contribute to broader societal change.
- **Emotional Intelligence:** Enhance leaders' abilities to recognise and manage their own emotions and the emotions of others, fostering stronger relationships and better decision-making.
- **Conflict Resolution:** Equip leaders with strategies to navigate and resolve conflicts effectively, promoting a collaborative and harmonious workplace culture.
- **Change Management:** Explore techniques for leading teams through organisational change, ensuring alignment and engagement during transitions.
- **Visionary Leadership:** Inspire leaders to develop and communicate a compelling vision that motivates and unites their teams.
- **Coaching and Mentoring:** Equip leaders with the skills to coach and mentor their team members, fostering growth and development within their organisations.

Max attendees: 15

Cost: On application

Join us in this transformative series to elevate your leadership capabilities and drive meaningful change within your organisation!

# Growth Series

## **Human Resources – Communities of Practice**

Who: HR and DEI Managers

Duration: 1 hour per month

### Learning Outcomes:

Be There Group offers a monthly Human Resources Communities of Practice aimed at supporting HR professionals from various industries and sectors in navigating complex workplace cases. This forum provides a collaborative space for HR partners to share best practices, gain insights, and develop strategies to manage sensitive and challenging situations, including the impact and management of Domestic and Family Violence (DFV) in the workplace.

Each session focuses on practical approaches to handling issues such as workplace safety, legal obligations, employee well-being, and the creation of supportive environments for those affected by DFV. Participants will engage in peer discussions, case studies, and expert-led presentations, equipping them with the tools to address these critical challenges effectively, with empathy and kindness. This community is designed to foster ongoing learning, peer support, and practical solutions to ensure that HR professionals are equipped to manage complex cases with confidence and care.

Max attendees: Unlimited, virtual delivery, sessions are recorded and available for participants for 12 months.

Cost: Annual membership per organisation

# Connection Series

## Responding To Disclosure

Who: HR / First Responders / Supervisors

Duration: 2 Hours

With extensive experience working with thousands of victims, survivors, and thrivers, we possess a deep understanding of what effective support looks and feels like in the workplace, as well as what it does not. Coupled with our expertise as psychologists, mediators, and behaviour specialists, this program serves as your essential guidebook for showing up and being there for individuals when they need our support the most.

### Learning Outcomes:

This session is designed to equip your leaders with the skills to effectively support individuals who have experienced bullying, racism, or sexual harassment—particularly in situations where a formal grievance process may not yet be necessary or requested. Our goal is to foster a sense of connection between the person disclosing information and the individual receiving the disclosure.

### What We Cover:

- **Understanding Prevalence:** Gain insight into the impact of these issues.
- **Workplace Effects:** Explore how these behaviors influence team dynamics and productivity.
- **Disclosure Barriers:** Discuss reasons individuals may hesitate to share their experiences.
- **Effective Responses:** Learn the importance of timing, appropriate reactions, and empowering individuals.
- **What to Avoid:** Identify key phrases and actions to avoid in disclosures.
- **Practical Support:** Acquire strategies for offering meaningful assistance.
- **Trauma-Informed Care:** Recognise the effects of trauma on disclosures.
- **Power Dynamics:** Understand when to act and address power imbalances.
- **Empathy in Action:** Build skills to respond compassionately in difficult conversations.
- **Vicarious Trauma:** Identify signs, understand its impact, and develop prevention strategies.
- **Confidentiality and Referrals:** Navigate referral options while maintaining confidentiality.

This workshop will equip your management team to confidently address disclosures and foster a supportive workplace culture.

Relevant Legislation/Policy: The Sex Discrimination Act 1984 (Cth) (“Sex Discrimination Act”); The Fair Work Act 2009 (Cth) (“Fair Work Act”) ; Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth); Sex Discrimination Act 1984 (Cth)

Max Attendees: 40

Join us in creating a more compassionate workplace where everyone feels safe and supported.

Watch this space  
in 2025...

## **Empowering Positive Workplaces - eLearning Program**

Who: All employees

Duration: 2 hours

Learning Outcomes:

Based on best practice, we empower people to become proactive bystanders who have the tools and understanding to step in and address problematic behaviour, prevent violence against women, racism and discrimination and promote equality. The “Empowering Positive Workplaces” workshop encourages participants to reflect on their personal contribution to the workplace and their ability to positively impact the culture through effective personal leadership.

Each module is positive and empowering, inclusive, and informative. Importantly, they take the user on a journey to recognise their behaviours and everyday actions which contribute to either a positive or a negative workplace culture.

Moreover, this e-learning program is designed to motivate and empower participants to be the change in the prevention of violence and the promotion of equality beyond their workplaces into their homes, communities and the broader global ecosystem.

The modules include:

Module 1 – Introduction: Discover your personal leadership.

Module 2 - Diversity, Inclusion and Respect: What do these mean to you?

Module 3- The bystander approach to prevention.

Module 4 – Sexual Harassment, Bullying, and Racism.

Module 5 – Showing support - How to use the “line of enquiry”, intention v’s impact, personal accountability.

Module 6 – Unpacking the continuum of violence: Understanding the link between disrespect in the workplace and gender-based violence in Australia.

Module 7 – Be the Change - What is my personal “call to action”.

Each module includes one or more activities that require the user to engage with the content. Activities are varied. Some require self-reflection, while others test knowledge on issues.

The package also includes the use of virtual reality immersing the user (the bystander) in the scenarios. This allows the user to determine how they would intervene as a bystander, in a challenging situation, while also seeing the outcome of that intervention.

Max attendees: Unlimited

Cost: On application

# Examples of our work



## VOLVO GROUP

Through Be There Group, Kirsty and Shaan are engaged in the delivery of the cultural change program “Empowering Positive Workplaces” (3.5 hour workshop) to over Volvo Truck Participants.

This contract also includes multiple Executive Leadership workshops, Senior Management and Middle Management workshops to promote and develop capability in creating an environment that supports positive bystander action.

*“What truly stood out was the facilitators’ deep expertise and commitment to challenging the status quo in ways that resonated with participants. They balanced evidence-based information with practical scenarios, encouraging self-reflection and empowering employees to feel confident in taking action if they witness problematic behaviour’s.”*

Elizabeth Corcoran, Senior People and Culture, Business Partner

## HASTINGS DEERING



Be There Group are responsible for the delivery of 50 in person Bystander Training workshops across QLD for Hastings Deering employees, called “24/7 Respect” (2.5-hour workshop).

*“This program has played a significant role in fostering a supportive workplace culture and empowering our team to act confidently in various situations”.*

Bec Wright, Employee Experience Specialist, Hastings Deering

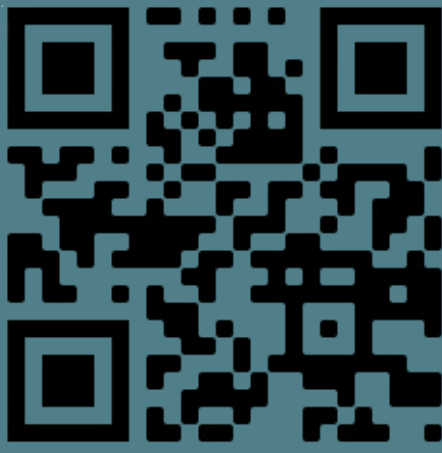
## AURIZON



Be There Group are responsible for the delivery of in person Respectful Workplaces workshops across Australia for all Aurizon employees, called Empowering Positive Workplaces (3.5 hour workshop) as an ongoing contract as mandatory training for all employees Australia wide.

*‘Be There Group’ has demonstrated a deep investment in their program. Their flexibility and adaptability have been key in addressing the diverse requirements of our stakeholders, making the training sessions highly relevant and impactful. The facilitators delivering the training are of the highest calibre. They bring a wealth of knowledge and personal experience to each session, and their engaging delivery has been consistently well received by our employees. The feedback from our team has been overwhelmingly positive, with many noting the practical insights and actionable strategies provided during the training. We endorse ‘Be There Group’ for their excellent training services. Their dedication to promoting respectful workplaces, coupled with their ability to adapt to our needs and the excellence of their facilitators, has made a significant positive impact on our organisation.*

Claire Smith Principal Organisational Development Aurizon



# Be there.

## Our Commitment to Change

At Be There Group, we believe that primary prevention of gender-based violence is the key to creating lasting change. That's why we've chosen to partner with Women of the World Australia, an organisation building a movement for action and change through cultural and creative dialogue, debate, and celebration. We recognise the power of the arts in shaping culture and creating inclusive spaces that celebrate and uplift women. As part of our commitment, \$200 per session from our program will go directly to supporting Women of the World.

## Contact us :

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