

Promoting Psychological Safety - Limited Seats, Register Now

 It's How We Lead
s22
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Sat 23/09/2023 4:36 PM



Promoting Psychological Safety

We're thrilled to announce that our Leadership program for this financial year will kick off with a live session to be recorded in Studio Two this October. As considerable research shows, psychological safety is a precursor to adaptive, innovative performance, which is needed in today's rapidly changing environment, at the individual, team and organisation levels. Leaders can build psychological safety by creating the right climate, mindsets, and behaviours within their teams.

All people leaders at SBS will be required to complete this course, but there are **limited seats to attend live** in Studio Two. Sydney Artamon will be joined by a guest speaker and this session will be professionally recorded and then assigned through SBSU to all leaders who were not able to attend live. To reserve your place, click to register through SBSU below. If all seats have been taken, you will be able to add yourself to a waiting list which will be referenced if there are any cancellations prior to the event.

[Register: Promoting Psychological Safety | Tuesday 17 October 10:00am - 12:00pm](#)

If you're new to leadership at SBS, visit the [It's How We Lead Introductory Page](#) for more details on the program, including an explainer video and links to previous courses. If you have any questions please email [s22](#) where a member of the People and Culture team will be able to assist.

Regards,

Capability Development Lead
s22

Succession plan sense check

- How many critical roles currently do not have a 'Ready Now' successor? What actions are we taking in our Talent Action plan to address these gaps?
- How many critical roles do not have any succession pipelines at all? Can we train for these skills or do we need to consider bringing those skills in via recruitment efforts?
- What is the entry point for bringing in these capabilities?
- What is the current gender split of identified successors? Are we actively considering gender balance in our succession pipelines? If there is an imbalance, what actions are we taking in our Talent Action plan to address?
- Have we considered diversity more broadly in our succession pipelines? Each of you are Executive Sponsors for our various Employee Advisory Groups, as such you have first hand experience working with team members who are; LGBTIQ+, Culturally Diverse, Aboriginal and/or Torres Strait Islander or who live with disability, even where we lack this identified data in payroll. As such, we ask that you put forward as part of the talent review process for both succession planning and development high potential individuals from each of these groups.



Inclusion Strategy Commitments



As part of the SBS Inclusion, Equity and Diversity Strategy we have made a commitment to ensuring that our Accelerated Development program is representative of key demographic cohorts which we are seeking to amplify into leadership.

This includes a minimum of:

- 15% of participants are LGBTIQ+
- 15% of participants are culturally diverse
- 15% of participants are people of colour
- 10% of participants are Aboriginal and/or Torres Strait Islander people



We do not currently capture identified data in payroll, with our primary demographic data capture being done through the annual EES survey.



As such, the EAG networks can prove to be a valuable source of information for Directors to consider pulling talent from for participation in these programs. Please note that we do not require staff to share information with us they may not be willing to, and participants in the program may have an intersection of any of the above demographics and count towards multiple sections of our targets.

Our Head of Talent, Development and Inclusion will attend part of the Executive Talent Review process to assist you in putting forward your nominations for this important program

Accepted on 5/07/2023 2:52 PM.

PRIDE

Pride & Allies Committee Breakfast Social

Organiser	s22
Time	Thursday, 20 July 2023 9:00 AM-10:00 AM
Location	MR.Syd Content Conference Room (3) (Webex)
Response	✓ Accepted Change Response

Happy Friday Pride & Allies Committee!

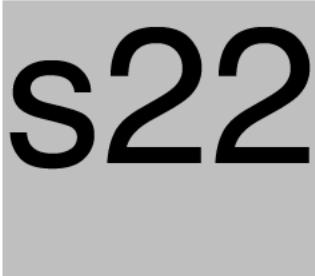
You are all invited to have breakfast and a casual chat over coffee, as we continue to all get to know each other and celebrate the amazing work of our Pride & Allies Committee volunteers.

Please send through your RSVP no later than the end of next week July 14 - so we can get an idea of numbers and organise catering.

s22 and the Melbourne P&A crew - we'd love you to also book a time w/c 17 July to come together at a time and place that suits you in the Melbourne office. I'll be in touch to help organise next steps with s22

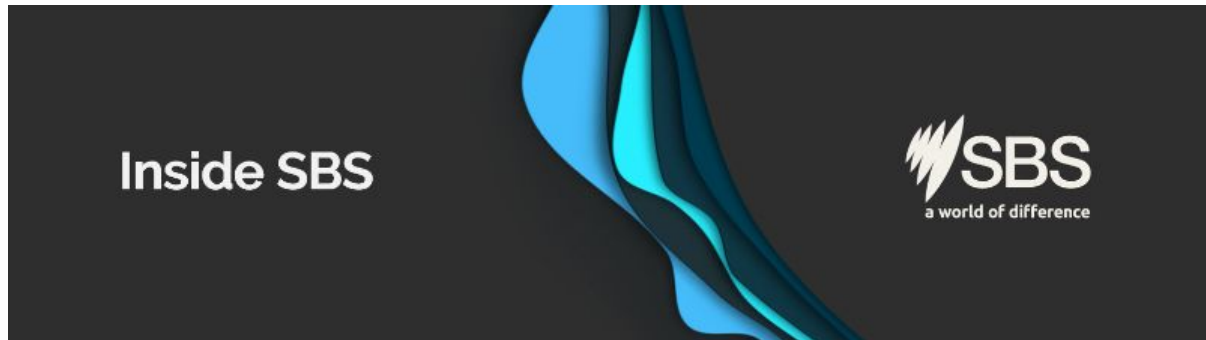
Warm Regards,
s22

Microsoft Teams meeting



s22

From: James Taylor s22 [redacted] @sbs.com.au >
Sent: Friday, 28 April 2023 12:12 PM
To: s22 [redacted]
Subject: Inside SBS: s22 [redacted]



Hi everyone,

As we wrap up a busy week of announcements, I'd like to welcome back those of you who enjoyed a break over the Easter, Eid and Anzac Day period or who took time off over the school holidays.



s22

Sincerely,



Pride & Allies BBQ

With Mardi Gras and World Pride over, what now? Pride & Allies have big plans for 2023 and they want you to be part of the fun! Come along to the Les Murray Courtyard if you're in Artarmon for a BBQ lunch and learn how to get involved. Stay tuned for events in Melbourne coming soon. Reach out to [s22](#) with questions at [s22 @sbs.com.au](#)

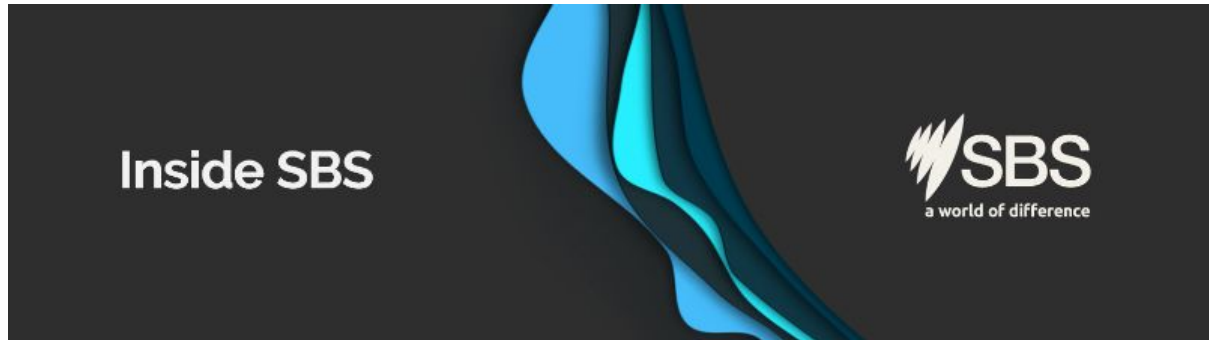
Read [more](#)

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From: James Taylor <s22 [REDACTED]@sbs.com.au>
Sent: Wednesday, 16 August 2023 9:03 AM
To: s22 [REDACTED]
Subject: Inside SBS: s22 [REDACTED]
s22 [REDACTED]



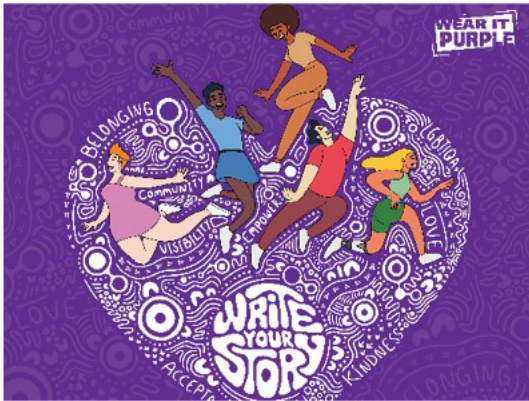
Hi everyone

Welcome to our regular Inside SBS after a busy month of activity across the organisation. s22 [REDACTED]
[REDACTED]



s22

S22



Wear It Purple Day

SBS Pride & Allies invites you to celebrate Wear It Purple Day! Help us foster supportive, safe, empowering and inclusive environments for queer youth. Share your story on a post-it note at our installations the Artarmon Atrium and Melbourne Social Hub from Thursday 17 August to Monday 28 August. Show your support by wearing purple on Friday 25 August. Download the purple Microsoft Teams background [here](#).

Read [more](#)



Wear It Purple Day

SBS Pride & Allies invites you to celebrate Wear It Purple Day! Help us foster supportive, safe, empowering and inclusive environments for queer youth. Share your story on a post-it note at our installations in the Artarmon Atrium and Melbourne Social Hub, and attend the staff events on Thursday 24 August. Show your support by wearing purple on Friday 25 August! Download the purple Microsoft Teams background [here](#).

Read [more](#)

 **Mandi Wicks GAICD** • 1st
Director - SBS News and Current Affairs at Special Broadcasting...
1yr • 🔒

 **Special Broadcasting Service (SBS) Australia**
72,318 followers
1yr • 🔒

Our News and Current Affairs team doing SBS proud on Wear it Purple Day, supporting and empowering LGBTIQ+ young people at work and beyond. #wearitpurpleday #SBSpride

<https://lnkd.in/fgh9PaX>



👍❤️🔒 43

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Organiser **s47F** @acon.org.au>|

Time Thursday, 24 August 2023 5:30 PM-7:30 PM

Location Investa Offices, 420 George Street Sydney

Response ✓ Accepted [Change Response](#)

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Hello

Thanks for confirming your attendance at this event, we are looking forward to seeing you all.

Please find below the running order for the evening.

Agenda with approx. timings

s47F

The Investa Offices at 420 George Street are located close to public transport options with light rail at QVB and Wynyard and train stations at Town Hall, Wynyard and Martin Place. There are also multiple parking sites nearby, the closest two being either Secure parking on York which closes at 10pm, or the 24 hour Secure parking with entry on Pitt Street.

On arrival at the Investa offices please make your way up the escalators to the lift lobby where Investa staff will be on hand to facilitate lift access to Level 30.

Any issues on the day please contact my Pride Inclusion colleagues **s47F** as they will be present on site.

Thanks

s47F

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