

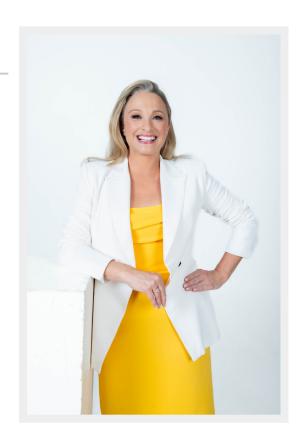
Karen Maher

WHS & Culture Consultant

Karen Maher is a leading Australian work health and safety consultant and keynote speaker specialising in enhancing workplace culture and the reduction of psychosocial risks and hazards, such as bullying, harassment and sexual harassment.

Karen presents at conferences and panels and to all levels of organisations across Australia and internationally, including boards of directors, management teams including senior leaders, and employees.

Her experience in this field spans over 20 years, firstly as an employment and safety lawyer in Australia and the UK, and then as a work health and safety consultant, investigator, trainer and keynote speaker.



Karen has worked at firms including Sparke Helmore Lawyers, Lovells LLP, Aon, the UK Treasury Solicitors Office and The Brief Group, a WHS consultancy which has now merged with Deloitte.

Karen has also acted as a legal advisor to the RailCorp NSW Workplace Conduct Unit.

Karen has worked with a diverse range of industries and clients. From government agencies (at federal, state, and local levels) such as the Australian Productivity Commission, Parliament of New South Wales, WorkSafe QLD/WorkSafe TAS and Tourism Australia, to the NRL, emergency services, tech companies, health, hospitality, legal and accounting firms, private schools, oil & gas, construction and mining.

Her experience includes working on over 300 cases from all parts of the process, including advisory; drafting allegations; coaching managers; developing strategies/processes/reviews; conducting workplace investigations/Inquiries into serious allegations involving bullying, harassment, sexual harassment, discrimination and workplace fatalities; and defending cases in the courtroom.

She has seen it all!

During her time in London, Karen was entrusted to work on several cases listed on the Home Office High Profile Case List.



Karen left the law and started her own consultancy several years ago to work with organisations to 'get ahead of the game' focusing on the prevention of psychological harm, focusing on taking a proactive approach and great leadership.

Karen's legal and consulting background coupled with a desire to make workplaces more respectful and safer is what inspires and continues to drive her to specialise in the field of workplace culture and safety and all that encompasses it.

Karen is the founder of SmartCulture® and the SmartCulture® solution. This practical solution explores the five critical foundations of a great workplace culture (safety, measurability, awareness, respect and team).

With Karen's approachable manner, engaging delivery, industry expertise and compelling case stories to draw from; tens of thousands of staff and their leaders across multiple organisations have been inspired and benefited from her practical teaching methodologies, insights, strategy and systems development.

Most of all, Karen is passionate about making a difference. She is passionate about enhancing workplace cultures and eradicating sexual harassment, bullying and other forms of poor and unsafe behaviours - this fact is clear when you see her in action.

Karen presents virtually, virtually live and in-person for keynotes, panels, fireside chats or training programs/masterclasses.

Karen's Keynote Topics

Psychological Safety - Creating A Speak Up Culture

We all know the consequences that can occur within organisations when people don't feel safe and supported to speak up about concerns they have at work. Notwithstanding this, the fear of speaking up in our workplaces is still very real. Time to change that!

The advantages of having psychological safety and strong speak up cultures within our organisations are game-changing. Psychological safety is based on trust and is an essential ingredient for increased engagement, productivity, innovation and a thriving workplace culture, and to be honest, it saves lives. Let's learn, empower your people and leaders to make this happen.

In this keynote, Karen Maher deep dives into the concept 'psychological safety', weaving in mindset-shifting stories from her career in this space and practical tools and strategies.

Key learnings:

- 'Psychological safety'... why every organisation needs it
- The advantages of psychologically safe workplaces
- Practical real-world strategies to empower your people to speak up and enhance your Speak





Up processes now.

Creating A Smartculture® - Because Good Culture Is Good Business

It's true, a great culture isn't magic. It takes dedication, authenticity, and a plan. During this presentation Karen will share the five fundamental components of the SmartCulture® model and how each one relates to your workplace transformation and ultimate success.

Key learnings:

- How the five essential pillars that add up to SmartCulture® (safety, measurable, awareness, respect & team)
- Why a Good Culture is absolutely good business
- Why authentic leadership is vital to building a great workplace culture in this new world of work.

Great Leaders, Great Culture

It's true, a great culture isn't magic. It takes dedication and great leaders. Great leaders must be underpinned by systems and strategy.

The organisations with the best workplace cultures are very intentional about what they do.

During this session Karen will share the five pillars of the SmartCulture® solution and what the best of the best organisations are doing right now to take their workplace cultures to the next level, and stay there.

This engaging session is dotted with case stories, critical insights, and a touch of humour to lay the foundation for key learnings.

Key learnings:

- Why a good culture is absolutely good business, but a great one is even better
- The 5 essential pillars of SmartCulture® solution (Safety, Measurable, Awareness, Respect & Team) that paving the way for a great place to work
- Top tips for great leadership

Workplace Bystanders - Putting A Stop To Poor Behaviours For Good

We have all seen poor behaviour at work, sometimes we freeze or just don't know what to do. That is an opportunity lost. If nothing changes, nothing changes. Actually, sometimes the inaction sets the bar lower for things to get worse.

The Workplace Bystander Intervention Approach is a game-changer for organisations and has been recommended for implementation in recent times by our Australian Human Rights Commission in the recent Respect@Work research and changes.

Karen is a leading Australian expert in this space and will explain why and how we can be stronger





in the moment and pave the way for safer and more respectful workplaces. Karen has worked with organisations across Australia and overseas including our top Federal government agencies on how to empower staff and leaders and create stronger systems in place around bystander intervention. You're in good hands.

In this keynote, Karen shares critical insights, powerful case stories and key strategies on workplace bystanders.

Key learnings:

- The Workplace Bystander Intervention Approach... and why it works!
- The 5Ds of Bystander Intervention (direct, distract, delegate, delay & document)
- Putting the ideas into action with some tailored real-life scenarios so everyone can practice the 5Ds
- Simple strategies to focus on right now to empower your people to be active bystanders and strengthen your systems.

Saying "Goodbye" To Sexual Harassment And 'Hello' To Respect At Work

In 2020, the Australian Human Rights Commission (AHRC) released their final report on the landmark National Inquiry into Sexual Harassment in the Workplace. According to the findings and subsequent statistics released in 2022, we still have a very long way to go to eliminate sexual harassment at work in Australia. This work will not be easy, but it is essential.

With so much change in this space with the new Respect@Work positive duty and the increased focus on sexual harassment as a psychosocial WHS hazard, it's time to overhaul to our current approach from a reactive complaints-based model to the proactive preventative/response model.

This is Karen's area of strong speciality, as a former employment and health and safety law, she currently works with a diverse range of organisations across Australia to get this done.

During this presentation, Karen will deep dive into the topic of sexual harassment, Respect@Work and the new AHRC Guidelines to Comply with the Positive Duty to provide your attendees with current and practical information and strategies to get focused and pave the way for real cultural change.

Key learnings:

- Moving beyond #MeToo, understanding the current context around sexual harassment in Australia, it is a WHS psychosocial hazard
- The key learnings and changes following the AHRC National Inquiry and what these mean in real terms for your organisation and people
- Getting proactive with practical strategies and tools to guide your people and leaders to start eliminating sexual harassment within your workplace for good. It's all about safety and respect.



Testimonials:

"A big thank you from the team at Worksafe to Karen Maher for her expert presentation in front of over 300 business leaders in Melbourne this morning. As a senior lawyer, investigator and corporate advisor, Karen was able to bring to life the types of questions and the practical approaches to improving safety culture in the workplace, thank you again Karen for your terrific insights today.

- WorkSafe Victoria

"Karen is an engaging speaker who knows how to connect with her audiences either in person or virtually. Our members gained important insights around psychological health and workplace bullying and harassment which gave them the knowledge to help improve their workplaces. I would highly recommend Karen for any speaking engagement."

- NSCA Foundation

Thank you, Karen, for your terrific and engaging presentation. You definitely left us with important things to think about. It was great working with you.

- Australian Taxation Office

"Karen came to the table with this experience and was able to deliver an exceptional program. Not only does Karen have experience in hospitality and law, she also has a great deal of compassion and is someone I can trust implicitly to deliver an exceptional training product.

- Stedmans

VIEW SPEAKER'S BIO ONLINE CT

VIDEO OF SPEAKER [7]