

D.K. Sonin & Associates has over 25 years of practical experience in organisational, behavioural and change management. D.K. Sonin & Associates specialises in workplace diversity, EEO, employee engagement and employee wellbeing.

With extensive experience, in operational, senior management and consultancy positions. Managing Director, Debbie Sonin has worked as a management consultant, facilitator, conflict resolution mediator, coach, professional counsellor and trainer with numerous organisations across the public, private and not-for-profit sectors. D.K. Sonin & Associates are equipped to help you and your business.

Core Areas of Expertise

D.K. Sonin & Associates are known for enhancing individual and business performance by providing a range of expert services that find **resolutions to unproductive workplace behaviours**, at individual, team and organisational levels. Additionally, we work **in partnership with you** to show you how to **maximise the potential of employee capability through enhancing employee wellbeing, inclusion and diversity**.

Phone: 0413 145 925
www.debbie@dksonin.com.au
Email: debbie@dksonin.com.au

People, workplace and diversity
change management specialists

Offering practical and successful
resolution and solutions!



People, workplace and diversity
change management specialists



Enhancing the potential of employee
and organisational capability

Providing practical solutions and a comprehensive range of targeted consulting services.

Specialising in workplace conflict resolution, mediation and investigations; cultural workplace reviews and audits and a range of professional development programs to promote restoring balance and optimal functioning of all employees in the workplace.

UNPRODUCTIVE WORKPLACE BEHAVIOUR RESOLUTION

Conflict occurs in every workplace. Ideally, resolution should be addressed at an early stage to minimise the impact on employee wellbeing, workplace culture and workplace productivity. Normalising bad behaviour will contribute to entrenched unproductive behaviour. Recognise the early signs of conflict and unproductive workplace behaviours to minimise the risk of receiving formal complaints and associated stress claims.

Proactive and responsive services include:

- Workplace employee and team cultural audits and reviews
- Conflict resolution including mediation, conciliation and facilitated conversations
- Employee misconduct investigations into bullying, sexual harassment, discrimination and other unacceptable workplace behaviours
- Unpacking underperforming and challenging workplace behaviour and developing a range of interventions to address the issues

MAXIMISE THE POTENTIAL OF EMPLOYEES

Increasing business value through a range of interventions including:

- Employee engagement strategies
- Developing strategic diversity and EEO action management plans, including workplace flexibility and work-life integration
- Proactive and reactive interventions to address issues of Equal Employment Opportunity (EOWA) compliance and best practice
- Cultural change programs
- Analysing employee communication styles and preferences (MBTI)
- Manager and employee coaching and mentoring programs
- Facilitating group development training programs
- Employee wellbeing (psychological health)
- Employee assistance counselling
- Stress management and resilience exploration



CUSTOMISED LEARNING PROGRAMS – TRAINING WORKSHOPS

Targeted and relevant professional development is a critical risk management strategy to minimise unproductive workplace behaviour and to enhance employee engagement.

Compliance Training

- Positive and proactive management of EEO, bullying, diversity and flexibility in the workplace
- Contact representative / officer refresher and induction programs
- Conducting and managing workplace complaints, investigations and informal issue resolution
- Implementing flexible workplace options

People Management Necessities

- Communication and team building through MBTI for both individuals and teams
- Conducting difficult and challenging workplace conversations
- Enhancing leadership and management core essentials
- Managing change
- Coaching for successful outcomes
- A variety of “interpersonal skills”

Customer Service Skills

- Managing aggressive and challenging workplace behaviour from customers and clients.