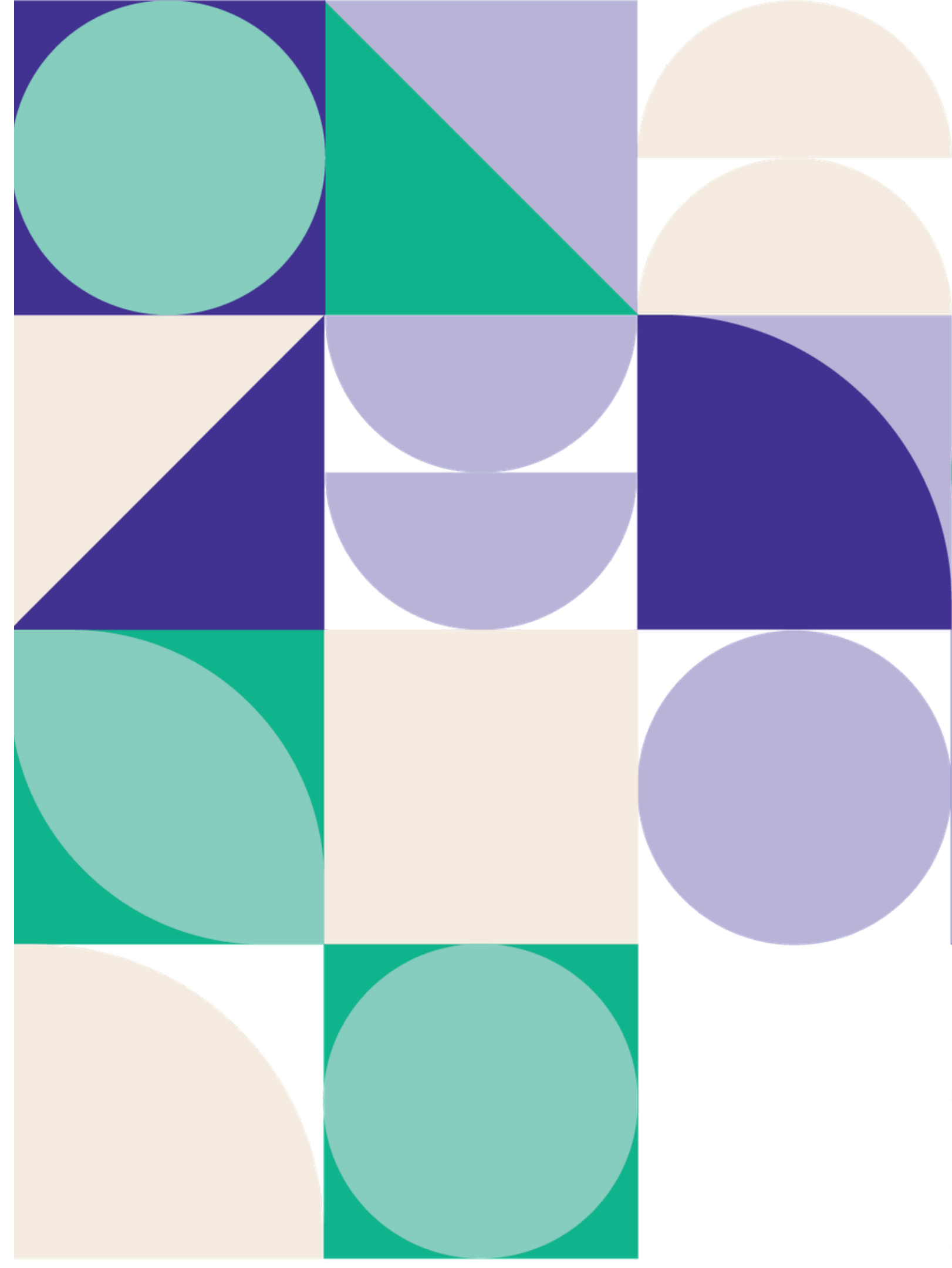




Employer Education Program

Creating future ready inclusive workplaces



About The Program

Join Building Women in creating inclusive, future ready workplaces.

Building Women is partnering with SA based organisations in the construction sector, with 200 or less employees, to participate in our Employer Education Program.

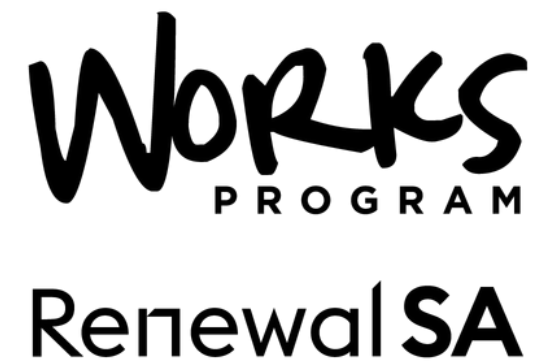
This 6 month program is designed to support organisations to attract, retain and develop women and diverse talent by strengthening leadership capability, addressing structural barriers, and embedding inclusive workplace practices. This is a unique opportunity to strengthen your workforce and improve retention by creating safer, more welcoming environments for women.

This program is designed for decision-makers and leaders who have the ability to drive cultural change within their organisations including business owners, directors, executive and senior leaders.

This program will be supported by, and delivered in conjunction with Capture Culture: People and Risk Partners who partner with organisations to build clarity, strengthening capability, and embed consistent ways of working, Capture Culture help organisations reduce risk, improve decision-making, and create workplaces where teams feel supported, engaged, and set up for success.

This initiative is supported by the Building Women's Careers (BWC) Program, funded by the Australian Government Department of Employment and Workplace Relations.

Program Partners



Program Inclusions



Coaching & Mentoring

Coaching and leadership guidance
throughout the program



Construction Industry Community

Opportunities to connect with other
employers and industry partners



Diversity & Inclusion Training

Tailored diversity & inclusion training
modules. All delivered face to face in
Building Women's own training facility.



Social Inclusion Plan

Support to create a Social Inclusion Action
Plan

Core Elements



Culture & Diversity Audit

Structured assessment that examines how well your organisation's culture, systems, and everyday practices support diversity, equity, and inclusion. Provides insights & data, clear action plan and a baseline for measuring progress over time.



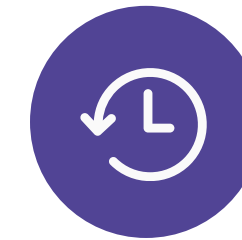
Coaching & Mentoring

1:1 coaching that blends reflection, capability-building, and structured planning so your organisation can identify what inclusion looks like. Guiding leaders to identify priorities, set realistic goals, and map out steps that align with business needs and workforce realities.



Diversity & Inclusion Training

Five tailored face to face diversity & inclusion training modules to support and inspire leaders. Supporting leaders to turn learning into action and embed inclusive behaviours into everyday decision-making.



Commitment

Designed to be practical and manageable to fit alongside daily operations.
Average of 5-7 hours a month for face to face training modules + coaching with a blend of face to face and online delivery.

Coaches



Cassie Manser

Director: Capture Culture People & Risk Partners

Co-Founder/Director: Building Women

✉ cassie.manser@captureculture.com.au

☎ 0417 615 091



Toni Rowland

Program Manager: Building Women

✉ toni.rowland@buildingwomen.org.au

☎ 0499 499 626



Elisa Luck

Business Partner: Capture Culture People & Risk Partners

✉ elisa.luck@captureculture.com.au

☎ 0432 486 115

Facilitated Training



Building Inclusive, High - Performance Workplaces
David Watts: Two Steps Forward Consulting
Increase awareness, strengthen leadership capability, and embed practical actions that create safer environments where women and diverse workers can thrive.



Breaking Bias
Sally Woolford: Diversify Consulting
Understand how our brains work, recognise unconscious biases, and develop practical strategies to create a more inclusive workplace.



Leading With Inclsuion
Sonali Dsilva: Equality Consulting
Build leadership awareness and equip participants with strategies to lead with inclusion.



Gender Equity, Respect Flexible Working
Working Women's Centre
Proactively build a psychosocially safe workplace by embedding respect, inclusion and equity and introduce flexibility



Beyond Representation
Cassie Manser: Building Women | Capture Culture
Practical look at workplace culture, inclusion & the factors that shape women's experiences on the job.

Diversity & Inclusion Training Overview

Building Inclusive, High-Performance Workplaces

6 April

This one-day workshop gives leaders the practical skills and clarity needed to become a leading workplace in culture and people experience. Designed specifically with the realities of the building industry in mind, the session is highly interactive

Leaders leave with simple, actionable steps they can apply immediately to lift culture, communication, and team performance.

Leading with Inclusion

24 August

A one-day workshop designed to build leadership awareness and equip participants with practical skills and strategies to lead inclusively, foster belonging, and create positive workplace cultures where everyone can thrive.

Breaking Bias

12 May

This 3 hour workshop is designed to build leaders' capability to recognise, understand, and reduce unconscious bias in ways that directly support Building Women's mission to create safer, more inclusive, and more equitable workplaces across the construction sector.

It positions leaders as critical drivers of cultural change people who shape the inclusive environments women enter, stay and thrive.

Beyond Representation: Understanding Women's Workplace Experiences

22 September

This one-day workshop will take a practical look at workplace culture, inclusion & the factors that shape women's experiences on the job.

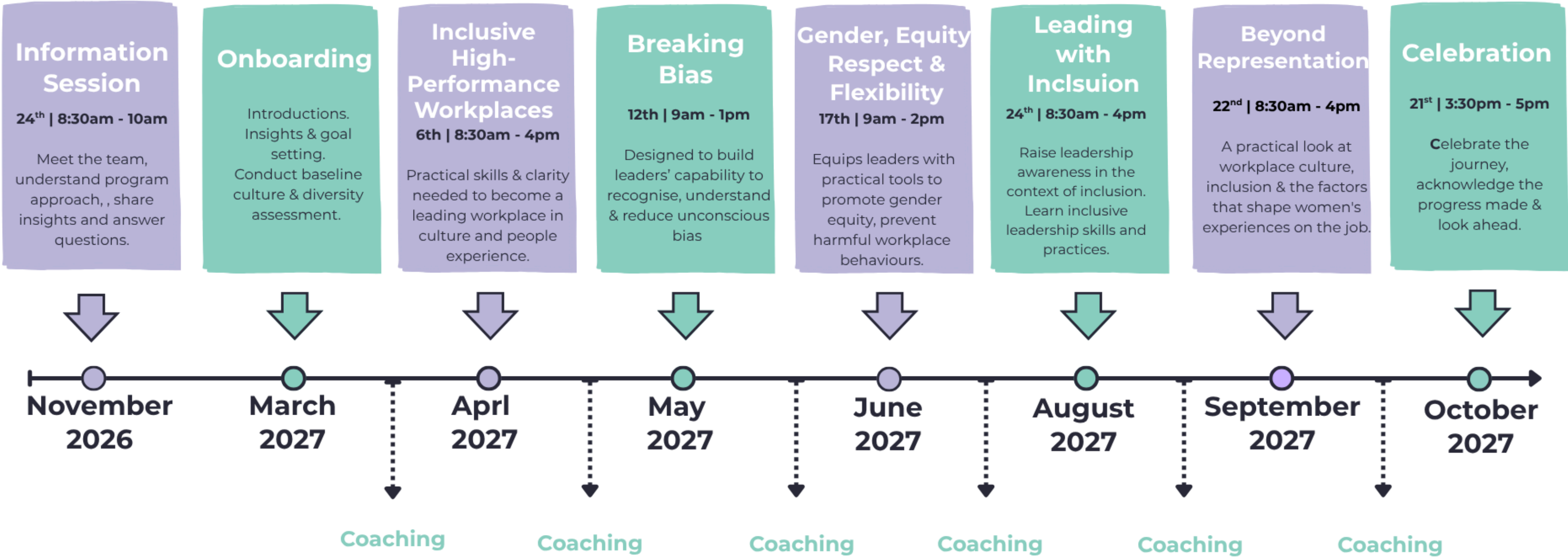
Participants will explore the barriers women may encounter and gain insights into creating more inclusive environments.

Gender Equity & Respect & Flexible Work Practices

17 June

This workshop equips leaders with practical tools to promote gender equity, prevent harmful workplace behaviours, and respond confidently when issues arise. Delivered in a trauma informed and inclusive way, the workshop supports leaders to engage in sensitive topics in a safe and structured environment.

Program Schedule



Next Steps



Confirmation of Interest

Re-confirm interest in participating post information session.
Highlight any questions or support needed before committing.
Time commitment confirmed.



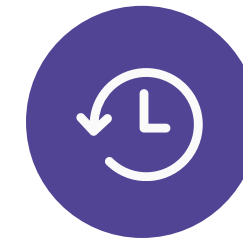
Selection

Commitment from senior leadership.
Capacity to release leaders for workshops and coaching.
Alignment with program goals (e.g., improving inclusion, supporting women, strengthening culture).
Diversity of employer types.



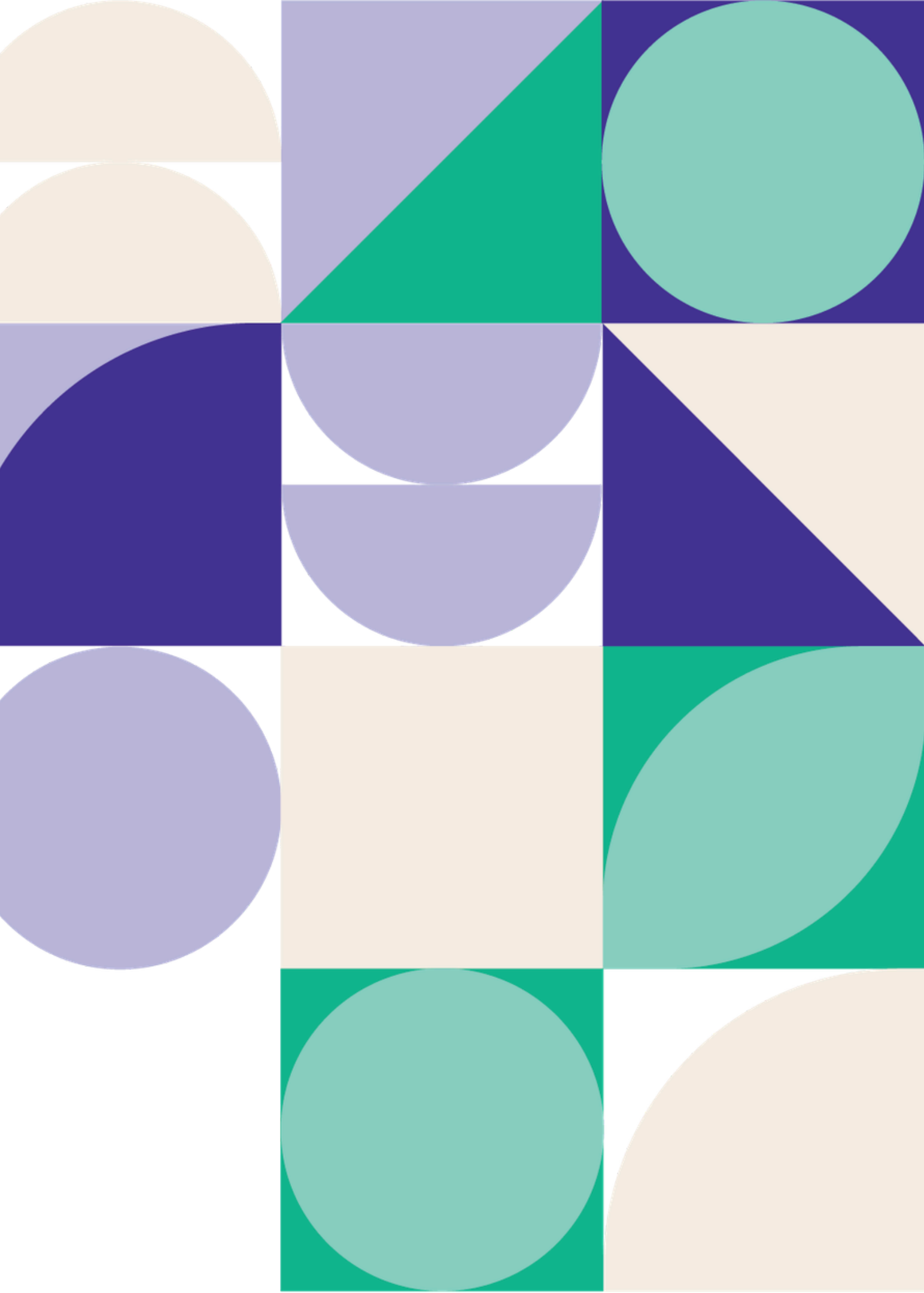
Brief Readiness Conversations

Demonstrate genuine commitment.
Clarify expectations.
Current inclusion maturity.
Risks or barriers for involvement.
Level of leadership buy-in.
Positioned to apply learning in real workplace settings.



Induction

Notification of outcome.
Pre-program onboarding steps.
Calendar invites for all sessions.
Baseline assessments.
Initial coaching session.
Participant handbook provided.



Get in touch



Cassie Manser 0417 615 091

Toni Rowland 0499 499 626

Elisa Luck 0432 486 115



hello@buildingwomen.org.au



www.buildingwomen.org.au