



Culture of Excellence Program

For member universities fostering transformational, positive, high-performing workforces

Endorsed by the Bully Zero Foundation.



What is it?

The AHEIA Culture of Excellence Program is a 36 month service partnership that equips your university to grow supportive, respectful, positive behaviour cultures with zero tolerance for bullying. At the heart of the Culture of Excellence Program is a set of innovative online programs and people and culture supports that drive positive communication behaviour changes across your university.

When?

The AHEIA Culture of Excellence Program can be commenced at any time throughout the calendar year with the program timing tailored to your university. It can also be modified to be delivered in less than the standard 36 months, to suit your specific organisation timing. That said, there are some mandatory elements that must be completed to honour the intent of the program.

What are the benefits?

The AHEIA Culture of Excellence Program will:

1. safeguard the health, safety, and wellbeing of your people.
2. reduce the costs of complaints, investigations and lost-time incidents.
3. create a sustained culture of mutual respect and professional courtesy.
4. create opportunities to positive brand as a leading employer of choice.
5. embed improved practise and supports across every member of your team.
6. unite your people together towards your purpose.
7. improve workforce performance and service delivery standards.
8. improve employee loyalty.
9. build brand reputation as a strong culture leader.
10. drive a capability uplift that generates a sustained way of working.

The AHEIA Culture of Excellence Program takes proactive steps to maximise behavioural and psychosocial safety and comply with Safe Work Australia national guidelines for preventing/eliminating/minimising workplace harassment and aggressive behaviour in the workplace.

“ We are proud to bring the AHEIA Culture of Excellence Program to universities committed to growing inclusive, safe, high-performance work cultures, and recognising the transformational business benefits of positive behaviour cultures. ”

- Stuart Andrews, Executive Director, AHEIA



Program key steps



Review workplace bullying and behaviour policy and processes



Engage staff to secure a commitment and skill improvement in workplace behaviours



Create a shared workforce-wide communication charter for the organisation



Integrate and maximise the principles into existing organisation antibullying policies and procedures



Practise the change by supporting leaders and teams, and measuring and reviewing positive culture growth

Price per year

The AHEIA Culture of Excellence Program starts at \$23 per-employee.

The AHEIA Culture of Excellence Program costing model is scaled based on workforce size delivered over a standard 36-month contract period.

Our partners

The AHEIA Culture of Excellence Program comes with the unique endorsement of the Bully Zero Foundation, the national leaders in bullying prevention, education and awareness.



Coach Pty Ltd is a high calibre communication coaching agency working with large and small organisations in the public and private sector throughout Australia and internationally.

