



SAFER WORKSPACES™

Workplace Prospectus

Through awareness, education and practical learning, Safer Workspaces™ helps South African organisations recognise harmful behaviour and build psychologically safer workplaces.

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WELCOME



An Invitation to Build Respectful Workplace Cultures

Every day, people arrive at work carrying far more than their laptops or job descriptions.

They bring their experiences, relationships, strengths and challenges; and sometimes the invisible effects of harmful behaviour experienced at work, at home or within their communities.

These experiences shape wellbeing, relationships, decision-making and workplace culture.

Safer Workspaces™ was built on one simple belief: People create workplace culture.

This programme is not about blame. It is about understanding. It is not about telling people what to think. It is about helping people ask better questions.



IMAGINE A DIFFERENT WORKPLACE



A workplace where respect is reflected not only in company values but in everyday behaviour. **A workplace where:**

Employers feel respected

Employees know how to raise concerns

Managers recognise harmful behaviour earlier

Difficult conversations are handled with dignity





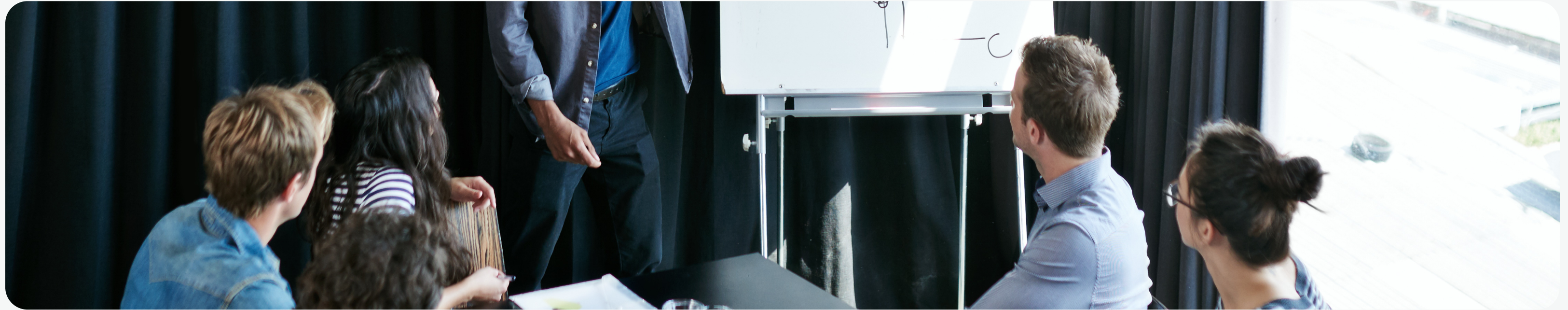
WHY THIS MATTERS

Respect is more than a workplace value, it is a business imperative. When employees experience harmful behaviour; whether at work or in their personal lives, the effects rarely stay contained.

Organisations often experience:

- Increased absenteeism
- Presenteeism
- Team conflict
- Lower morale
- Increased pressure on managers and HR
- Retention risk
- Reputation risk





WORKSHOP OPTIONS

Half-Day Programme

4 Hours

Ideal for organisation-wide awareness across all levels of the business.

Workplace Programme

Full-Day Programme Includes

- Extended group discussions • South African case studies
- Practical workplace application • International best practice



**HEALTHY WORKPLACE
CULTURES DON'T HAPPEN BY
CHANCE.**

**THEY ARE CREATED THROUGH
EVERYDAY CHOICES.**

WHAT MAKES US DIFFERENT?



We Begin With People, Not Policy

Many workplace programmes focus on policy or compliance. **Safer Workspaces™** begins somewhere different. Rather than asking: "**What policy should we follow?**" we first ask: "**What is happening beneath the surface?**" Participants learn to recognise behaviours that often become normalised before exploring how those behaviours affect individuals, teams and organisations.

Our Approach Includes

- South African Workplace Spotlights™
- Real workplace discussions
- Practical reflection
- Evidence-informed learning
- Respectful facilitated conversations
- Individual responsibility
- Organisational relevance



PROGRAM SNAPSHOT

Safer Workspaces™ Half-Day Awareness Programme

Duration : 4 Hours

Facilitated in person

Designed For

- All employees
- Across every level of the organisation

Participants Receive

- Participant Handbook
- Guided Reflection Activities
- Workplace Resource Guide



THE LEARNING JOURNEY



Chapter 1

Creating Safer Workspaces: Building awareness and understanding workplace culture.

Chapter 2

What Harmful Behaviour Looks Like: Recognising behaviours that often become normalised.

Chapter 3

Why It Matters At Work: Understanding the human and organisational impact.

Chapter 4

When Home Comes To Work: Exploring how experiences outside the workplace affect wellbeing and performance.

Chapter 5

Recognising and Responding : Practical ways to respond respectfully and appropriately.

Chapter 6

Creating Respectful Workplace Cultures:
How every employee contributes to a healthier workplace.

**ONE CONVERSATION. ONE CHOICE. ONE RESPECTFUL
WORKPLACE.**

BENEFITS

Participants Will Gain

- Understanding of workplace culture
- Recognition of harmful behaviours
- Greater awareness
- Insight into psychological safety
- Understanding organisational impact
- Clarity on their role in shaping workplace culture

Organisations Will Gain

- Stronger workplace culture
- Better communication
- Improved teamwork
- Higher employee wellbeing
- Earlier reporting of concerns
- Better engagement
- Improved retention
- Stronger reputation





Felicity Guest • Founder • CMDSA (Established 2014)

Community of 94,000+ Members

Accredited Financial Abuse Specialist

www.felicityguest.com

MEET THE FOUNDER

About Felicity



Felicity Guest has spent over ten years working at the intersection of workplace behaviour, coercive control and gender-based justice in South Africa.

What began as her own lived experience navigating a broken system became a professional calling - one she has since brought to boardrooms, courtrooms and conversations across the country.

Through Safer Workspaces™, that same grounded, practical understanding is brought directly into the workplace, helping organisations recognise the behaviours that quietly shape culture while equipping people to respond with clarity and respect.

Professional Recognition

Coercive Control Advocate • Social Justice for Women and Children Award (2018) • Ackermans Face of Change (2021) • Mail & Guardian Power of Women Justice Award • Lifetime Achievement Award (2025)

**"I WANTED TO BE PART OF THE
SOLUTION."**

— FELICITY GUEST

OUR PHILOSOPHY ...

Lasting cultural change begins with awareness, grows through conversation, and is sustained by the everyday choices people make.



LET'S START THE CONVERSATION

We'd welcome the opportunity to discuss how Safer Workspaces™ can support your organisation.

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