

WHO WE ARE

Safe at Work Consulting is an Australian psychological safety practice offering independent assessment, advisory and training services. We help organisations understand what is actually happening in their teams, then recommend and deliver the right response, whether that is targeted coaching, structural change or capability-building training.

Founded by Danni Williams, a social worker, facilitator and coach with over 20 years' experience across community services, disability, education and corporate environments, Safe at Work supports organisations to create safer, healthier and more effective workplaces. Based in Melbourne and delivering nationally, we work with local and state government, community services, NDIS providers, health and education providers, frontline service teams, and private sector organisations, supporting them to meet psychosocial safety obligations under WHS/OHS legislation across Australian states and territories, while strengthening leadership capability and everyday practice.

CORE SERVICES

Psychological Safety Assessment & Advisory

- Psychological Safety Audits that identify risk, capability gaps and culture barriers before recommending a pathway
- Independent diagnostic assessment of team and leadership dynamics
- Evidence-based recommendations tailored to your organisation, not off-the-shelf training
- Ongoing advisory partnership, not a one-off engagement

Psychological Safety Training & Coaching

- Foundations of psychological safety for leaders
- Building high-trust teams
- Navigating difficult and high-emotion conversations
- Creating safe, inclusive and respectful workplaces

Psychosocial Hazard Prevention

- Aligned with psychosocial safety obligations under WHS/OHS legislation across Australian states and territories
- Risk identification, assessment and mitigation
- Staff training on compliance requirements
- Policy and practice consultation

Wellbeing & Resilience Programs

- Managing workplace stress and burnout prevention
- Trauma-informed practice for frontline roles
- Sustainable self-care strategies

Leadership & Culture Development

- Emerging leader programs
- Leading through change
- Team reset and culture workshops
- Conflict resolution micro-skills

Professional Facilitation & Learning Design

- Strategic planning days and team development
- Co-design, consultation and stakeholder engagement
- Custom learning design, modular and digital delivery

CAPABILITIES & APPROACH

Our Approach

- Trauma-informed practice
- Evidence-based psychological frameworks
- Adult learning principles
- Interactive, scenario-based learning methods
- Simple, repeatable tools and models
- Real-world scenarios relevant to government, corporate, frontline and community contexts

Key Capabilities

- 20+ years across community services, disability, education and corporate
- Extensive facilitation with diverse audiences including frontline, leadership and executive groups
- Deep understanding of government and private sector operating environments
- Expertise in psychosocial risk, psychological safety and human behaviour
- ISO 45003 (Psychological Health and Safety at Work) Foundations Course (30 hours) completed, Flourish DX
- Skilled facilitation of sensitive and complex topics
- Program design, evaluation and continuous improvement

PROFESSIONAL MEMBERSHIPS & PROCUREMENT REGISTRATIONS

- Veterans Business Community, member
- Women-Owned Business Australia (WOBA) Supplier Network, registered
- Gateway, registered
- VendorPanel, registered

RELEVANT EXPERIENCE

Client & Sector Experience

- Permalink Support Services
- Obana Nursing
- Personal Success Pathway
- DFAT, Australia Pacific Training Coalition
- Woolworths Group (leadership development and learning design, Google Workspace, PowerPoint)
- Victorian Aboriginal Child Care Agency (VACCA)
- Brotherhood of St Laurence
- Chisholm and Holmesglen Institutes (accredited community services training and assessment, TAFE)
- NDIS providers and disability sector organisations
- Community engagement and frontline service delivery
- Corporate leadership and training programs

Work Examples

- Designed and delivered leadership development and psychological safety programs for corporate and frontline teams
- Facilitated team wellbeing and culture workshops in high-stress and complex environments
- Designed and delivered accredited training content and assessments for TAFE delivery in the community services sector
- Developed non-accredited professional development programs adapted from accredited content for workplace delivery
- Experienced with LMS platforms including Moodle and Bright, uploading, structuring and managing learning content and learner progress
- Designed learning products for large-scale corporate workforce training using Google Workspace tools and PowerPoint
- Producing scalable digital learning modules using HeyGen and Canva for self-directed learner engagement
- Supported managers to strengthen team culture, reduce incidents, and build sustained capability

VALUE TO CLIENTS & PARTNERS

- Independent assessment and advisory capability, identifying risk and recommending the right response rather than just delivering pre-set training
- Deep understanding of complex human-service environments and both public and private sector operating contexts
- Training and advisory aligned with psychosocial safety obligations under WHS/OHS legislation across Australian states and territories
- Trauma-informed and culturally responsive delivery suitable for diverse workforces
- Flexible and scalable program design: modular, in-person, hybrid and online
- Clear outcomes focused on capability uplift, risk reduction and sustainable behaviour change
- Experience across corporate, government and community sectors, bridging practice and compliance
- Women-owned business committed to equity, inclusion and the economic participation of women in professional and community services

COMPLIANCE & CREDENTIALS

Public Liability & Professional Indemnity Policy: BMM/145905/000/25/P Expiry: 17/11/2026	Working With Children Check (VIC) Card No. 3511692A-01
First Aid HLTAID009/010/011 Statement No. 14650323-9713852 Issued: 11/11/2025	National Police Check Current

Safe workplaces don't happen by accident. They're built, one conversation at a time.

Get in touch to discuss how Safe at Work Consulting can support your organisation.