



Psychosocial Safety
and Leadership
Awards
2026

**The People
Powered Way**

FINALIST

Innovation in Psychosocial Risk Management

People Powered developed The Sensemaking Approach to move beyond traditional surveys and uncover the emotional, relational and systemic patterns that can drive psychosocial risk. Through facilitated Wisdom Circles and sensing conversations, risks are mapped to recognised psychosocial hazard frameworks, with findings used to identify hazards and co-design practical, fit-for-purpose solutions.

The approach has been used across six industries and four states, with more than 1,000 sensemaking interviews conducted. An average of 10 priority psychosocial risk areas are identified and mapped per engagement, with the process also surfacing hazards that previous surveys had not detected.

What stood out to the judges was the program's focus on community, teams and people, and an approach that resonates with regional leadership and workforce teams to proactively manage psychosocial risk.

10 September, 2026 – Tweed Heads

**people
powered**