

‘Creating Safe and Resilient Workplaces: Psychological Safety, Inclusivity and Mental Wellbeing in Dynamic Work Environments’

By: Dr Ankit Agarwal and Professor Andrew Wait

Friday, 9 October 2026

02:00pm to 4:00pm (Jakarta time)

Indonesian graduates and scholars of Australian tertiary institutions who are interested in attending this event, please RSVP by Wednesday, 7 October, via this link:

<http://oz.link/rsvpGL9OCT>

**Due to the limited availability of places, early registration is recommended. A link to this event will be shared with you after registration.*

Lecture overview

As workplaces continue to evolve in response to technological change, increasing job demands and shifting organisational expectations, creating environments that support both employee wellbeing and organisational performance has become a critical priority. Organisations today face the challenge of fostering workplaces that not only drive productivity and innovation, but also promote psychological safety, inclusivity and mental resilience.

This joint public lecture brings together perspectives from management, organisational behaviour and economics to explore how workplace practices and cultures shape employee experiences and outcomes. The discussion will examine how psychologically and socially safe environments foster open communication, trust, collaboration and knowledge sharing, creating the conditions for learning, innovation and inclusion. It will also address growing concerns about workplace stress, burnout and depression, exploring how technological change, job demands, employee autonomy and managerial support influence mental health and workplace performance.

Drawing on recent research and practical organisational examples, the speakers will highlight the interconnected roles of psychological safety, inclusivity, autonomy and mental wellbeing in building resilient workplaces. Participants will gain evidence-based insights into how leaders and organisations can cultivate supportive and empowering work environments that enhance employee wellbeing, strengthen engagement and productivity, while contributing to sustainable organisational success in an increasingly dynamic world.

Dr Ankit Agarwal is a Senior Manager at the South Australian Certificate for Education (SACE) Board and an Adjunct Lecturer in Management at Adelaide University Business School. With more than two decades of corporate experience and over a decade in higher education, he brings a distinctive combination of industry expertise and academic scholarship to his teaching and research.

Dr Agarwal's research interests span qualitative research methodology, andragogy and teaching innovation, psychological safety, and organisational behaviour. His work has been published in leading journals, including the Journal of Business Ethics and Qualitative Research in Organisations and Management, which published his dialogical research method in 2021. Dr Agarwal has presented his research at prominent international conferences, including the Academy of Management, ANZAM, MOBTS and APFBS. In 2022, his research received the Best Paper with Practical Implications Award, recognising its relevance and impact for practitioners.



★ / **Dr Ankit Agarwal**
Adelaide Business School
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He has further contributed book chapters published by Edward Elgar, IET, Palgrave Macmillan, and Springer across the fields of management, leadership and organisational studies. Dr Agarwal is an Editorial Board Member for Journal of Management Education and reviews for leading journals.

Passionate about teaching and learning, Dr Agarwal regularly shares his innovative teaching practices through academic seminars and institutional forums. His approach has been featured in Adelaide University's *This Is How I Teach* series and recognised by THE CAMPUS for its innovation in higher education. Dr Agarwal has received multiple awards for teaching excellence and has twice been recognised as an Outstanding Reviewer for the Academy of Management proceedings.

Professor Andrew Wait is a Professor in the School of Economics at The University of Sydney. He holds a PhD from The Australian National University and a Bachelor of Economics (Honours) from Adelaide University. His academic career combines economic expertise with a strong focus on how organisations and markets shape economic outcomes.

Professor Wait's research focuses on industrial organisation and organisational economics, with particular interests in how firms, incentives and organisational structures influence economic outcomes. His work has been published in leading international journals, including *Management Science*, *The RAND Journal of Economics*, *International Journal of Industrial Organisation* and *The Journal of Law, Economics and Organisation*.

In addition to his research, Professor Wait contributes to the broader economics community through academic collaboration and knowledge exchange. He serves as Co-convenor of the Annual Organisational Economics Workshop, a key forum for researchers exploring the economics of organisations, management and workplace performance.



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