



Eliminating Workplace Bullying

Workshops for all employees and people in leadership roles

This programme explores bullying and harassment in the workplace through case studies, group discussions, and structured activities. You will gain a better understanding of workplace bullying and harassment and your responsibilities to respond to it, including how to handle difficult conversations. This training will also strengthen your organisation's policies, practices, and resources so that you can develop plans for yourself and others who may experience bullying or harassment at work.

Within the eliminating workplace bullying there are three programme, separate workshops:

ISSUES SURROUNDING WORKPLACE BULLYING

Within this session, we will examine psychological theories of bullying and harassment to understand the origins of these behaviours. We will explore the bystander's role in maintaining bullying behaviours. You will consider what you can do to support your coworkers without getting into a confrontation and consider the effects of cultural bias as a cause of workplace bullying.

INDICATORS OF BULLYING

The focus of this session is to explore the indicators of bullying to understand the distinction between bullying and constructively challenging colleagues. We will explore the role and use of emotions, including shame in the workplace and their potential role in bullying and harassment. We develop strategies to manage and harness these valuable emotions in the workplace. We will empower you with the skills to have difficult conversations you may have previously resisted.

LEADING THE WAY THROUGH CONFLICT

This workshop is aimed specifically at leaders across all levels of an organisation. We will explore the difference between managing and resolving conflict, whilst considering our responsibilities to inspire, motivate, and meet targets in challenging environments/times. In this workshop, you learn the tools to manage difficult situations and resolve conflict restoratively within your team, allowing all affected members to feel safe, listened to and respected.