



BULLYING AND HARASSMENT - A MANAGERS WORKSHOP

Bullying and harassment of any kind are in no-one's interest and should not be tolerated in the workplace. Employers are responsible for preventing bullying and harassing behaviour and ensuring employees do not suffer discrimination in the workplace.

Aims -

To provide Managers, leaders and personnel representatives responsible for producing and monitoring work-based policies and procedures with essential information to ensure bullying and harassment is not taking place, and that employees are educated as to the effects and implications of such behaviour.

Objectives -

This event will demonstrate practical measures to prevent and manage workplace bullying and harassment.

- Explore the practical implications and responsibilities of managers in preventing and managing workplace bullying and harassment
- Understand the causes of bullying and developing effective strategies to deal with it
- Learn effective techniques and skills to instill confidence in managers ability to deal with conflict issues constructively and fairly
- Understand key points of legislation in discriminatory behaviours and practices

Content -

- The meaning of terms such as bullying, harassment, victimisation etc
- Employment Legislation concerning bullying and harassment and discrimination (including current case law)
- Prevention is better than cure – what do we need to do?
- The role of the manager in addressing bullying and harassment in the workplace
- The role of HR in supporting managers to address bullying and harassment
- Introducing practical approaches to preventing workplace bullying and harassment
- Case studies
- When is bullying not bullying and just an excuse for poor performance
- Support networks and information sources
- Action Plan and closure

Workshop ethos and comfort factors ☺

- The session will start and finish on time with the appropriate comfort breaks.
- Delegates should wear comfortable casual attire.
- All delegates should come prepared to take part in the activities and be assured that their contribution will be valued.
- Refreshments will be provided

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