



CONDUCT CHANGE

27%

of employees in the UK
have experienced
workplace bullying or
harassment

53%

of those bullied or
harassed in the last
three years did not
report it

25%

admit to taking
their frustrations out on
customers

**WORKPLACE CONFLICT
IS COSTING UK
BUSINESSES **£28.5 BN****

THAT'S JUST OVER
£1,000 PER EMPLOYEE



CREATE...

**BETTER BUSINESS
BEHAVIOURS THROUGH
THE PREVENTION OF
WORKPLACE BULLYING
& HARASSMENT**

UNDERSTANDING WORKPLACE BULLYING & HARASSMENT

The definitive guide to workplace bullying & harassment delivered by UK's leading expert. This online workshop raises awareness and helps you and your teams prevent different types of disruptive and unacceptable bullying and harassment behaviours as well as understanding the impact on health and performance.

Suitable for:

- Anyone who is leading and managing staff
- HR, Organisational Development, L&D professionals
- Anyone with an interest in wellbeing and psychological safety at work

WHAT YOU'LL LEARN...

- Definitions of bullying, cyberbullying and harassment
- Overview of current legislation
- Different forms and behaviours that bullying can take in the workplace
- Remote working: what makes cyberbullying different?
- The bullying relationship – what makes someone bully?
- Professional, personal and emotional impact of being bullied in the workplace
- Being an Active Upstander
- Current best practice for organisations

3 HOURS ONLINE DELIVERY
UP TO 20 ATTENDEES

£1,500 + VAT

GET IN TOUCH

Website: www.conductchange.co.uk

Email: nicki@conductchange.co.uk

Mobile: 07921 264920



A really great day, lots of thought provoking content. Would highly recommend all businesses who care about their people attend this course! All my team had a super day

STRATEGIC INTERVENTIONS FOR WORKPLACE BULLYING PREVENTION



There's no quick fix to the prevention of workplace bullying and harassment. With the prevention duty on employers, it's time to look at a multi-disciplinary, risk management approach that reaches far beyond the assumption that it's an HR problem, and helps you address the causes at the root. We'll explore the indicators and impact of workplace bullying at an organisational level and consider strategies and actions that can be taken to improve conduct and culture.

Suitable for:

- Board members and senior leadership teams
- Anyone responsible for people, culture, health & wellbeing, and ESG
- HR and Organisational Development professionals

WE'LL EXPLORE:

- External & regulatory influences for change
- Failures in current approaches to addressing bullying and harassment
- Impact at an organisational level
- Focus on prevention using the 3Rs Model of Dynamic Conduct Change™
- How conduct drives culture
- Systemic and process driven bullying
- Recognising behaviours and exposure
- Identifying cross-functional areas of risk for bullying & harassment
- Resolution through early interventions
- Recovery - what to consider for individuals and organisations

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Great session and found the practical, skills based approach really helpful. Along with a values based approach, having concrete skills that I can implement right away is one of the most important things for me to get from training and you absolutely delivered on both

ABOUT CONDUCT CHANGE

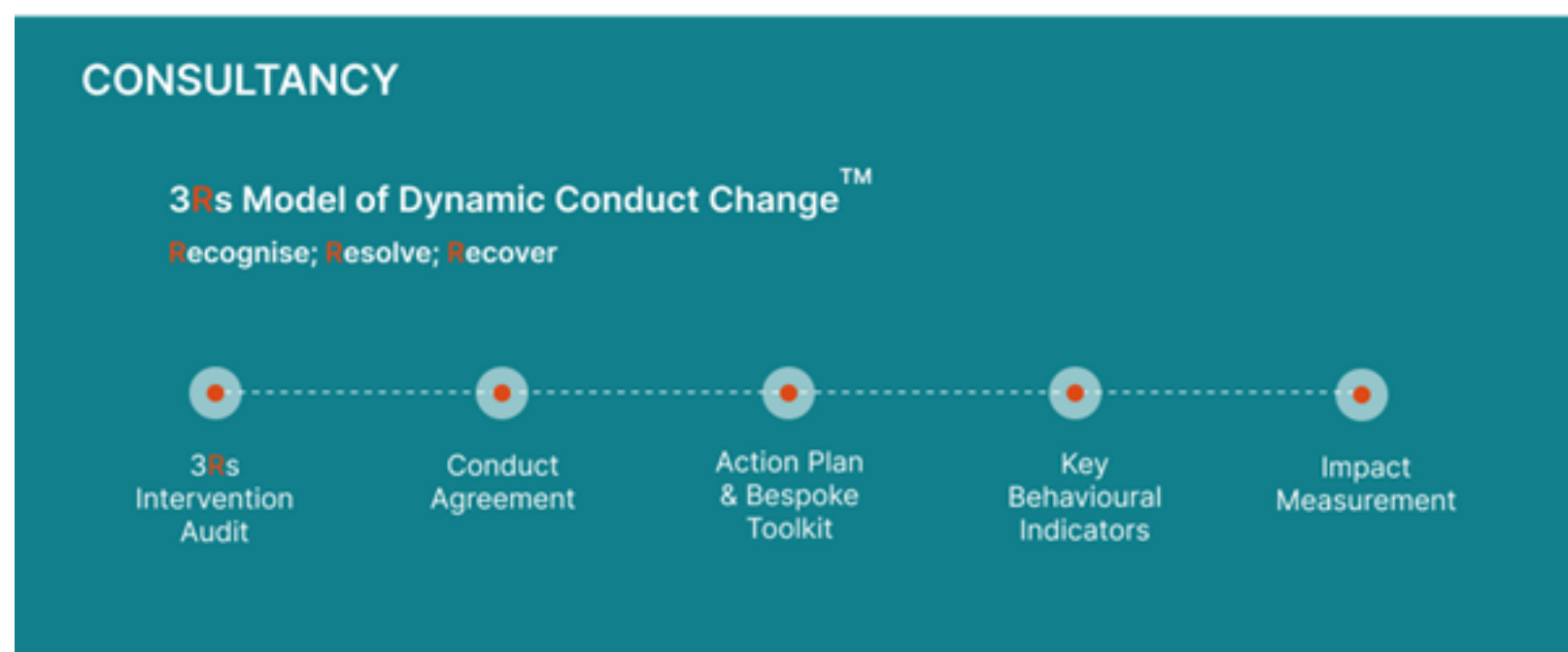
Conduct Change provides consultancy and training solutions rooted in the prevention of workplace bullying and harassment.

Our work is underpinned by our unique 3Rs Model of Dynamic Conduct Change™ - Recognise; Resolve and Recover; developed in partnership with academics and experts whose work focuses on prevention and resolution of workplace bullying and harassment.

WHAT WE OFFER

CONSULTANCY

Our consultancy services provide frameworks and solutions that are underpinned by our work in workplace behavioural development, rooted in the prevention of workplace bullying and harassment. These help our clients deliver on their goals and aspirations by focusing on behaviour change to drive and unlock performance.



TRAINING

Our training solutions are rooted in the prevention of workplace bullying and harassment. Our flagship programmes on Understanding, Prevention and Conduct Intervention are available online and in person. A Trauma Informed Approach to Workplace Bullying Cases is delivered online only.

We also offer bespoke in-house training and webinars to meet your needs.

KEYNOTE SPEAKER

Nicki Eyre, Founder and Managing Director of Conduct Change is available to book as a keynote speaker on the topic of workplace bullying. She regularly speaks both in the UK and internationally through a range of media.

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