



CONDUCT CHANGE

**AN INDIVIDUAL'S SITUATION IS FIVE
TIMES MORE LIKELY TO GET WORSE
THAN IT IS TO IMPROVE AFTER
FORMALLY REPORTING THEIR
WORKPLACE BULLYING**

<https://www.speakoutrevolution.co.uk/>

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



REDUCE...

**WORKPLACE BULLYING
HARM THROUGH A
TRAUMA INFORMED
APPROACH**

A TRAUMA INFORMED APPROACH TO WORKPLACE BULLYING CASES

Using a trauma informed approach to workplace bullying & harassment cases reduces the risks of adding another layer of injury. We look at how workplace trauma develops, and how it is different from other traumas, and what that means in terms of being able to present the facts in an investigation.

WHAT YOU'LL LEARN...

- What is trauma?
- How workplace bullying trauma develops
- Injuries caused by bullying & harassment
- Understanding the injury to the brain
- The neuroscience of trauma and memory
- The workplace as the traumatiser
- Institutional betrayal
- The challenges for investigators
- Purpose and perception of investigations
- Current policies and best practice - and their flaws
- Strategies for a trauma informed approach
- How to avoid secondary trauma
- Reporting outcomes & recommendations
- Longer term recovery for individuals and organisations
- Keeping yourself safe from vicarious trauma

3 HOURS ONLINE DELIVERY
UP TO 20 ATTENDEES

£1,500 + VAT

GET IN TOUCH

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Email: nicki@conductchange.co.uk

Mobile: 07921 264920

YOUR TRAINERS



Nicki Eyre BA Hons, PGCE, FRSA

Nicki Eyre founded Conduct Change as a result of her passion for working with individuals and businesses to prevent and resolve workplace bullying, with a mission to end workplace bullying through the development of meaningful prevention activities for organisations, as well as supporting individuals to move on when they are struggling emotionally.

She also leads the campaigning and awareness project, Stop Hurt at Work as they research and campaign for the implementation of effective routes to redress for individuals, both in terms of approach and legislation.



Pat Ferris MSW, RCSW, M.SC., Ph.D.

Pat is the Founder of Pat Ferris Consulting, based in Canada. She has been a mental health counseling professional since 1979. She has a masters degree in clinical social work and a Ph.D. in industrial organizational psychology. She is registered as a Clinical Social Worker. Pat specializes in counseling and coaching individuals involved in bullying and harassment and consults to their organizations.

She has 40+ years experience in counselling and consulting in mental health and 25+ years consulting, training and coaching in the workplace, providing her with broad insights to help both individuals and companies achieve their mental health goals.



Nicki and Pat are also both members of the International Association on Workplace Bullying & Harassment IAWBH



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ABOUT CONDUCT CHANGE

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

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.

WHAT WE OFFER

TRAINING

Our training solutions are rooted in the prevention of workplace bullying. Our flagship programmes on Awareness and Prevention are available online and in person.

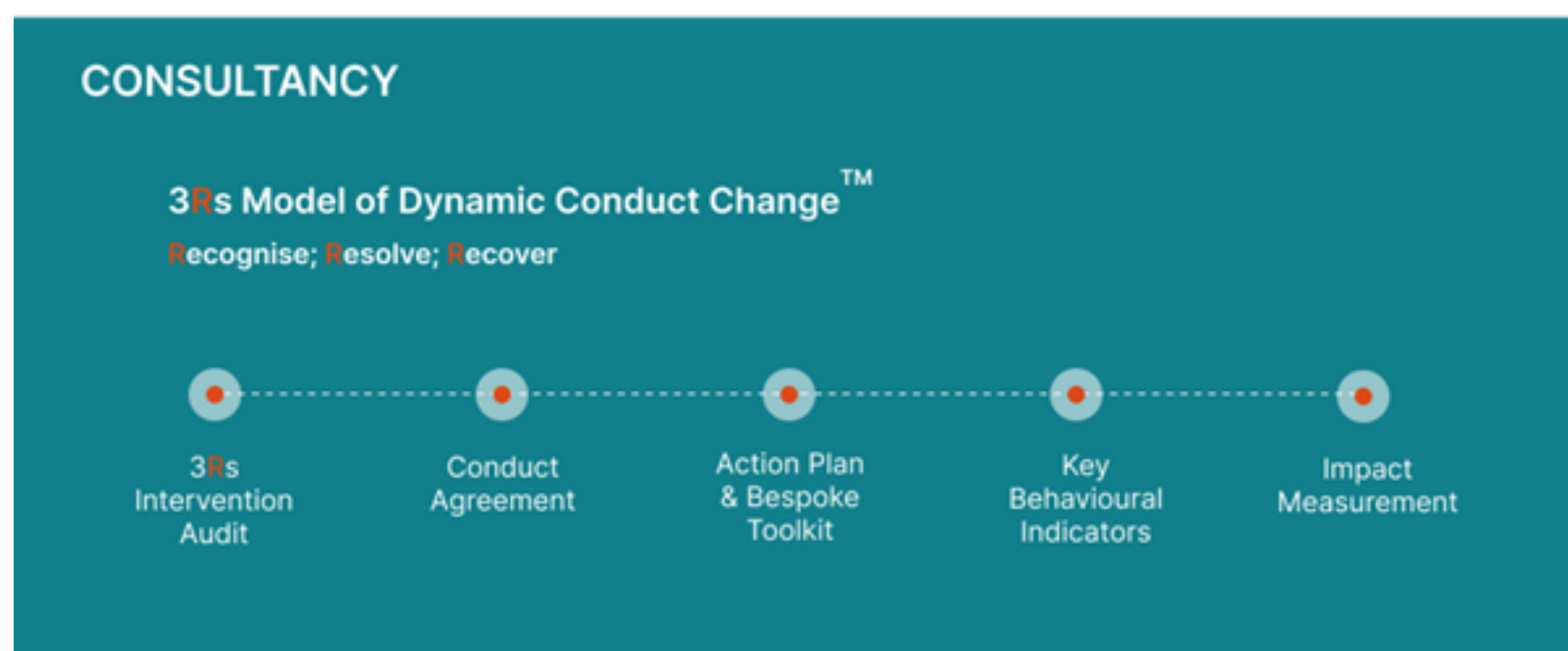
We also offer bespoke in-house training to meet your needs.

COACHING

Coaching solutions for your organisation suitable for both early intervention and recovery.

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. These help our clients deliver on their goals and aspirations by focusing on behaviour change to drive and unlock performance.



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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