



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

Website: www.conductchange.co.uk

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 M.SC., Ph.D.

Pat is the Founder of Pat Ferris Consulting, based in Canada. She has been a mental health professional since 1979 and holds a Ph.D. in industrial organizational psychology. Pat specializes in supporting 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.



Pat Ferris Consulting
Connecting with Compassionate Expertise

The workshop will use the guidelines developed by Pat Ferris and Nicki Eyre, principal consultants at Pat Ferris Consultancy and Conduct Change respectively. Both are member of the International Association on Workplace Bullying & Harassment IAWBH



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ABOUT CONDUCT CHANGE

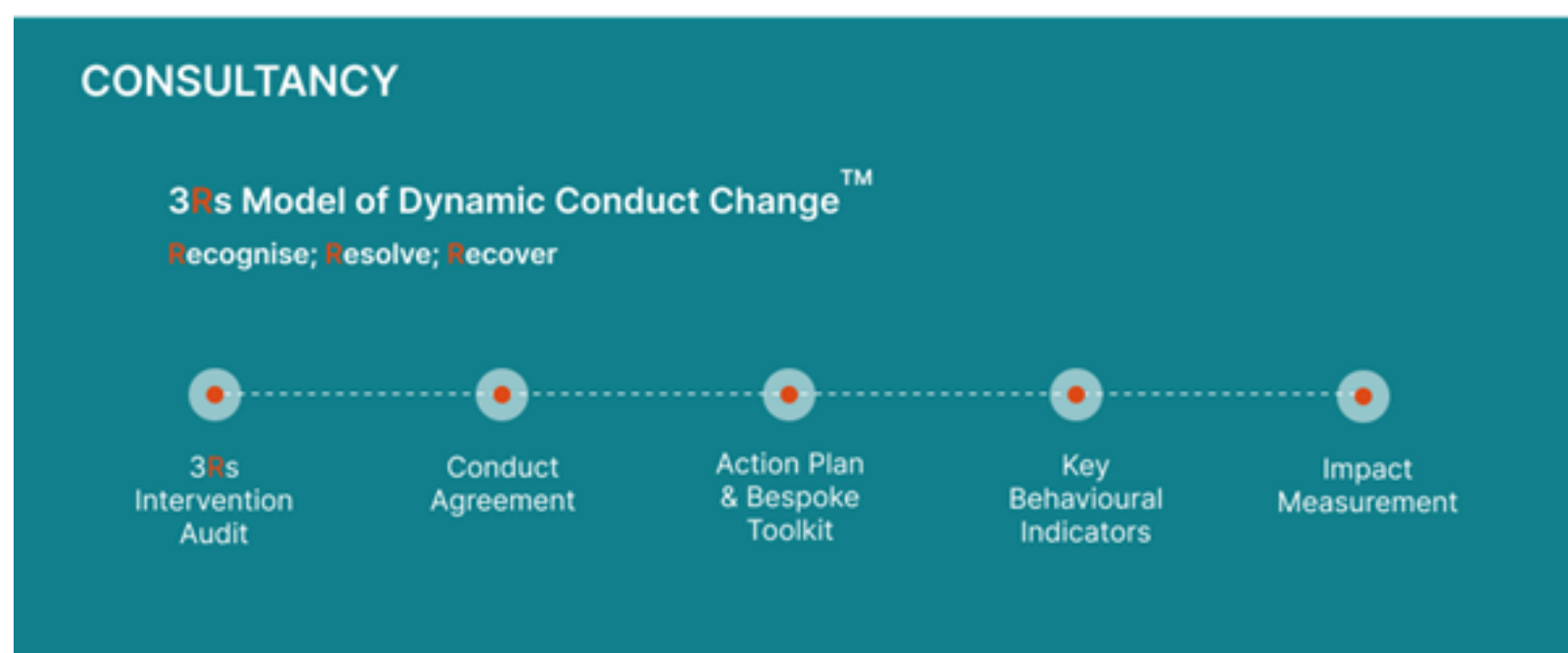
Conduct Change provides consultancy and training solutions rooted in the prevention of workplace bullying and harassment.

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 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.

E: nicki@conductchange.co.uk T: +44 7921 264920