

## Individual Intervention

### Group coaching - max 6 people

- Emotional impact of bullying and choosing how to feel
- Valuing yourself and your strengths
- Increasing self awareness and changing patterns of behaviour
- Self compassion, forgiveness and self confidence
- Building trust, confidence and resilience
- Planning ahead with confidence

Findings based on:

10 pilot courses delivered in 2020-22

52 participants from 7 countries

Qualitative data collected via an evaluation form

Participants were targets who:

- had left or were about to leave their role
- already moved into a new role
- have been through therapy and ready to take the next step
- bullying experience was still affecting them several years later

## Queries

Country	No.
UK	68
Canada	8
USA	5
France	1
Germany	1
Netherlands	1
New Zealand	3
Australia	4
Philippines	2

## Participants

Country	No.
UK	39
Canada	7
USA	2
France	1
Germany	1
Netherlands	1
New Zealand	1

# Moving On from Workplace Bullying: A Group Coaching Approach

## 100% would recommend the programme

*I seriously cannot imagine anyone who would not benefit from such a programme, it was well led, inclusive and fully comprehensive and very relevant to the working environment of today. The preparation of the facilitator and material was second to none and I feel a great positive feeling having completed the modules. I am still moved by its excellence.*

*Simply great in steps towards healing.*

*Thanks for an amazing, empowering and informative course, and for your support. I have learned so much which will help me move forward with greater awareness and confidence.*

*I learned so much important and invaluable information through this course. The fact that it is led by someone with personal experience of bullying adds to the experience. Being heard and feeling comfortable to share your experiences and thoughts with Nicki and my fellow course participants was a highlight. It felt like a very safe space. This course happened at the right time for me. Many thanks for the opportunity to take it!*

*My sincere gratitude to you, Nicki. You've translated your learning into something very helpful to others. The focus is positive, yet real. It honours the pain and challenge of the bullying experience and reinforces the importance of self-care and compassion.*

Destination	Number of Participants
Returned to work/remained in new role	23
Self employed	10
Not working	6
Still working through formal processes	5
Not known	8

## Reflections

- There is a demand for specialist support for individuals
- Targets attend from different countries because they struggle to find specialist and affordable support locally
- Essential elements: understanding what bullying is and how processes add to the damage
- Also recognising the impact that it has on the autonomic nervous system and the need to rebalance
- Group coaching supports them in recognising that they are not alone
- Delivery by a coach who has experienced workplace bullying reinforces empathy and trust
- Psychological safety is paramount and reinforced through a conduct agreement in advance, and at every session
- Coach must facilitate the discussion to ensure that the participants do not get stuck in their story

## Next Steps and Challenges

- Develop additional resources including polyvagal exercises
- Increase availability of programmes
  - Across geographies/timescales
  - Additional coaches to deliver programmes subject to funding
  - Explore e-learning options
- Ideas for how to fund growth for the programme when they are currently delivered on a "Pay as you are Able" basis (to meet social purpose)
- Deliver as a 1:1 programme
- Seek out opportunities for corporate delivery - Recovery programmes for individuals and teams

## Contact

Nicki Eyre, Conduct Change  
nicki@conductchange.co.uk  
[linkedin.com/in/nickieyre/](https://www.linkedin.com/in/nickieyre/)  
+44 (0)7921 264920  
[www.conductchange.co.uk](http://www.conductchange.co.uk)