

## Identifying and Managing Bullying (Half day)

### Our Vision

At PRIMEXL we aim to be the partner of choice in the creation of better organisations and better lives.

### Our Values

We value:

- **Meaningful relationships**
- **Premium quality services**
- **Innovation** – we are always looking for ways to add more value to our clients
- **Accountability for our performance**

For more information about our suite of solutions, please contact:

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Workplace bullying is repeated, unreasonable behaviour directed toward an employee, or group of employees, that creates a risk to health and safety.

Bullying has a serious effects on workplace productivity, efficiency, safety, absenteeism, staff turnover, team morale, workers compensation costs and reputation.

Griffith University's Dr. Paul McCarthy has estimated that: '350,000 people are subjected to long term bullying in Australia, 2.5 million experience some aspect of bullying over the course of their working lives. Workplace bullying may be costing Australian business up to \$3 billion annually.' (*ACTU Website*)

### Workshop Outline

- What is workplace bullying
- Why is bullying a problem
- Characteristics of bullying behaviour
- Responsibilities
- What actions can be taken
- Rights of the complainant and respondent
- Available Support
- Empowerment Strategies

This workshop will also look at what you and your organisation can do to identify them and how to put proper safe-guards in place to avoid possible damage.

### Outcomes

At the completion of the course, participants will be able to:

- Identify workplace bullying
- Understand sources of workplace bullying
- Learn Strategies to address the aggressive behaviour
- Learn to resolve the aggressive situation
- Discuss additional support avenues and other related topics

# Course Outline

PRIMEXL

Excelling People. Excelling Organisations.