

Performance Management & Bullying Awareness

Managers and leaders are becoming increasingly fearful of taking action regarding underperformance and poor behaviour as a result of allegations of bullying being made and accepted. It's critically important to remove bullying from the workplace, while simultaneously performance managing staff in a supportive manner.

Managers and Leaders are responsible for driving productivity. Sometimes Managers or Leaders are held back by a fear of accusations of bullying. Do your people know how to proceed without the anxiety? Do they know how to proceed with courageous conversations without being accused of bullying? Do they know how to avoid or manage a bullying accusation?

*"The challenge of leadership is to be strong, but not rude; be kind, but not weak; **be bold, but not bully**; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humour, but without folly."* Jim Rohn

Key learning outcomes

Your **Performance Management & Bullying Awareness** program will give participants the skills to:

- Develop an understanding of what constitutes bullying and what does not
- Educate yourself regarding company bullying, legislation, reporting systems and grievance procedures
- Be alert to what behaviours may be perceived as bullying by different personality types
- Address poor performance before it spirals and set boundaries
- Learn how to protect yourself from bullying allegations
- Gain the skills to have courageous conversations with reports; peers and managers
- Develop the ability to focus on performance indicators rather than on the individuals
- Be alert to potential bullying risk factors: such as absenteeism, sick leave, staff turnover, poor morale, psychological quitting and more
- Build rapport to generate trust and manage resistance
- Counteract risks of bullying allegations by working transparently and creating a culture of open communication
- Anticipate struggle points and influence better outcomes

Ideal group size: 4 – 9 participants.

Venue: For your convenience, you can choose to conduct this program at your premises. Alternatively, we can provide a training venue at a small additional cost.

Duration: This program can be conducted as a one day or half day program.

Cost: Price on request.

Target Audience: Employees, Supervisors, Team Leaders, Senior Managers or CEO's.

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