# UNDO UPWARDS BULLYING

"Bullying is a horrible thing, no matter what form it takes." - Barack Obama

Managing Bullying at Work is an important course designed to help supervisors and managers learn the tools and strategies needed to prevent, recognize, and address bullying in the workplace. This course covers the latest psychological research on the effects of bullying, as well as practical tools to empower employees to speak up when they feel they are being bullied. Participants will explore strategies for addressing inappropriate behaviors and conduct, the importance of cultivating a positive work environment, and how to help victims of bullying. They'll also gain valuable insight into how to handle complaints from both the bully and the victim. By the end of the course, participants should have a better understanding of how to promote respect and dignity in the workplace.

**Key Course Content:**
- Eradicate role ambiguity.
- Set realistic deadlines and goals for your team.
- Develop self-awareness to identify ineffective behaviours.
- Use the GROW model to prevent misunderstandings of performance expectations.
- Use motivational techniques to reach objectives - What works and what does not.
- Understand what games people will play to "widen the goalposts".
- Understand the importance of having effective and open communication in the organisation.
- Encourage knowledge sharing and ideas generation at workplace.
- Build effective team synergies at your workplace.

**Target Audience:**
The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.

**Duration:**
This course is available as a 1-day course or a truncated half-day course.

**Delivery:**
This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.

**Group Size:**
We recommend a group size of 4-10 people.