

The Respectful Workplace

Programme Overview

Summary

Research shows that where there is a mutually respectful, and caring workplace, employees feel empowered to spot, challenge, and prevent bullying, harassing, discriminatory and generally inappropriate behaviour. Further, teams that operate in a respectful environment become more engaged, have a more positive outlook and are generally more productive.

The difficulty is that unintentionally slipping into insensitive behaviour is easier than most people would think. Interrupting someone before they have finished speaking, forgetting to include someone in an activity or communication, making jokes and “banter” at someone else’s expense are just a few examples of how some actions can make a colleague feel bad.

For the person on the receiving end of such treatment, the effects can be far reaching. Poor work performance, increased likelihood of mistakes and safety incidents, absence from work and low self-esteem leading to wellbeing and mental health issues. These have all been proven to stem from ill-timed comments and banter which can so easily lead to unhelpful and harmful behaviour.

In this 1-day workshop, we focus on the importance of taking personal responsibility for building a culture of respect at work and in doing so, keeping ourselves and each other safe. The course examines how we can and should intervene when someone else’s behaviour crosses the line.

Programme Structure

One Day

Audience

This workshop is suitable for all managers and leaders at every level of the organisation. It is particularly effective when leaders attend with their teams.

Group size

16 Participants

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Style and Approach

This face-to-face course allows for high levels of interaction between participants with a varied range of learning activities designed to get everyone working together. A crucial part of the day is using thought-provoking short films to learn tips and strategies for speaking up when someone's behaviour "crosses the line" and practising using these techniques so that you can apply them back in the workplace.

Programme Topics

Respect: Why it matters?

- What does respect mean to you?
- How a respectful workplace benefits employees and the organisation
- The effects of a lack of respect in the workplace

"Crossing the Line"

- Crossing the line – Appropriate or inappropriate behaviour?
- What exactly are boundaries and how can you tell when you've crossed them
- Factors that can influence a person's boundaries

Bystander intervention

- Why speaking up is hard to do
- The consequences of turning a blind eye
- Techniques to help you speak up when it matters
- Developing your skills with deliberate practice

Your role in promoting a positive workplace

- The pillars of a positive workplace culture
- Simple ways to create a more positive work environment
- Personal commitments

Outcomes

Having attended this course, you will be able to:

- Tell colleagues about the importance of respect in the workplace
- Pick up on the signs when your own actions or someone else's have "crossed the line"
- Use new skills and techniques to intervene when someone has shown a lack of respect
- Help to create a positive work culture that prevents disrespectful behaviours from happening in the first place

How to Apply:

You can self-nominate via Oracle.