

enable

Workplace Consulting Pty Ltd

Our experience as an Industrial Relations consultant and Psychologist has highlighted the need for workplaces to be given timely information that is practical and simple to apply in a variety of settings. As a result we have designed the following two half day workshops to meet this need. We also are able to deliver the training tailored to your workplace.

Is Bullying Making Your Job Difficult and Unpleasant?

Workplace Bullying costs up to \$3000 per annum* on average for each and every employee in the Australian workforce

- The direct cost is between \$17,000 and \$24,000⁺
- The indirect costs are far more....

Would you know how to answer to the Fair Work Commission? How much would that cost you in

- Your time?
- Your manager's time?
- Legal and professional fees?
- Disruption to your workplace?

Can you afford not to be prepared?

You're invited to a half day workshop where you'll be provided with proactive measures to prevent bullying claims and practical responses if they happen.

You will be provided with key information and resources on:

- ***What contributes to workplace bullying – the causes and sources***
- Signs that workplace bullying is occurring – especially the subtle but often more damaging bullying that saps long term productivity
- ***The effects on the victim, the bully, the bystanders, the business and even the customers***
- Proactive strategies to prevent bullying and increase morale
- ***Practical step by step guide to successfully handle bullying complaints***

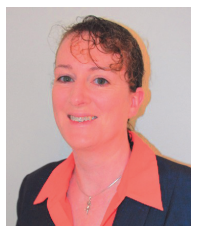


- When?** Tuesday 14th February 2017, 9:30 am to 12:30 pm.
- Where?** The Assembly Building, Level 1, 156 Collins Street Melbourne.
- Who is it for?** Managers, supervisors, co-ordinators, business owners and those with an interest in resolving workplace conflict and looking after staff at work.
- Cost?** \$242 (includes GST) includes participant booklet, resources and morning tea. Early Bird registrations (by 5pm on Tuesday 24th January) receive a special price of \$176 (inc GST) and a bonus one hour complimentary consultation valued at \$265.10 (inc GST).
- How to Book:** mail@enableworkplace.com.au or call Jen on (03) 9663 9168 or book in directly at www.enableworkplace.com.au by Friday 10th February.



Nerio Baldini has over 30 years experience in Employee and Industrial Relations. He specialises in conflict resolution, negotiation skills and equal opportunity.

Dr Shelley Connell is a Clinical Psychologist with a corporate background in Information Technology including team dynamics and leadership. Her doctorate research investigated workplace bullying.



Enable Workplace Consulting specialises in enabling organisations to get on with their core business rather than spending time dealing with workplace issues. www.enableworkplace.com.au

*Productivity Commission (2010) Benchmarking Business Regulation: Occupational Health and Safety
†On average for each case, many will cost more!

Working with Bullying Issues: Let's Get Practical!

Following on from our seminars "Is Bullying Making Your Job Difficult and Unpleasant?" we are holding a half day workshop on practical strategies and techniques for addressing bullying issues and complaints.

Bullying Issues can be very complex and the resolution requires a skilled and nuanced approach. Like any skill, you need to practice to be able to apply it successfully.

Can you afford not to be prepared?

You're invited to a half day workshop where we will follow on from our seminar and put some of the techniques and guidelines in to practice.



You will practice:

- What makes a useful bullying complaint? Whether you are compiling, receiving or responding to a complaint, having the complaint properly and fairly constructed is vital to being able to resolve the issues and move forward.
- How do you respond to a complaint? The response is key to moving forward and to avoid getting stuck in an intractable situation.
- Resolution strategies that enable everyone to get on with their work!
- Reactive and Proactive strategies for other stakeholders – other employees, customers and suppliers.

When?

Tuesday 28th February 2017 9.30 am to 12:30 pm.

Where?

Level 1, 156 Collins Street Melbourne (The Assembly Building).

Who is it for?

Managers, supervisors, co-ordinators, business owners and those with an interest in resolving workplace conflict and looking after staff at work.

Cost?

\$220 (includes GST) includes participant booklet, resources and morning tea. Early Bird registrations (by 5pm on Friday 10th February) receive a special price of \$165 (includes GST) and a bonus one hour complimentary consultation valued at \$258.50 (inc GST).

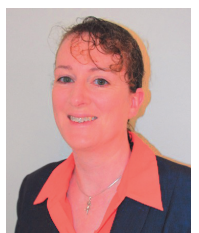
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