

## Bullying and Harassment

### Bullying – Training workshops for managers and employees

The Stress Clinic provides training for managers and staff that raise awareness and minimise organisational risks associated with bullying and harassment at work.

Our training workshops can be designed either for employees or managers or both together! Content varies and is subject to agreement with you, our client. We are happy to pilot courses to ensure that they will be effective for your organisation. Please note that we can also provide coaching, clinical and risk assessments, independent investigation, and other individual interventions if required.

Please call me, Derek Mowbray, on 01242 604 271, or email me [derek.mowbray@psychologistsdirect.org](mailto:derek.mowbray@psychologistsdirect.org) for information, quotes and to discuss your specific requirements.

*Bullying and harassment are about the power that one person has over another, and the gratification that this brings to the bully. The fear and misery that bullies cause often leads the victim to become sick, and eventually to leave. Bullying and harassment are pernicious and negative behaviours that cause unnecessary, damaging stress and need to be eradicated.*

#### Headline content:

- What is bullying and harassment?
- The causes and the prime cause
- Recognising negative behaviours
- The Impacts of bullying and harassment
- The Law
- Responsibilities
- Prevention
- Coping and appropriate actions
- Tips for dealing with a bully

#### Major benefits:

- Substantially raised awareness
- Improved behaviours at work
- Reduced organisational costs
- Improved staff engagement
- Increased resilience

[Dr Derek Mowbray](#) is widely recognised as an expert in stress control and the prevention of stress. He contributes regularly to HRZone and the HSE blog. His national presentations to the NHS Employers in 2008 and to the annual conferences of the International Stress Management Association in 2008 and 2009 were praised for their clear sense of direction in preventing and controlling stress.

Derek Mowbray is visiting Professor in Psychology, an Independent Technical Expert for the European Commission, an Expert Witness in Stress Management, and an experienced top manager in the public, private, education and voluntary sectors.

With partner, [Alan Bradshaw](#), also widely recognised as an expert in stress control and the founder of In Equilibrium, they have set up *The Stress Clinic* to provide organisations, managers and employees with services that prevent stress and enhance well-being at work.

[www.derekmowbray.co.uk](http://www.derekmowbray.co.uk)