

Dignity

Dignity at work - Training workshops for managers and staff

The Stress Clinic provides training for managers and staff that raise awareness and minimise organisational risks associated with inappropriate behaviour 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 for information, quotes and to discuss your specific requirements.

Dignity at work is about the behaviours that each shows towards others. Inappropriate behaviour can lead to bullying and harassment, which, in turn, has a ripple effect on the performance of the business or service, with individuals going off sick, leaving and, sometimes, taking the employer to court.

Headline content:

- What is dignity at work?
- Inappropriate and appropriate behaviours at work
- Striking a balance – neither too politically correct nor poorly behaved.
- The law
- A Code of Conduct, policies, procedures and training.
- Cascading appropriate behaviours throughout the organisation.
- Methods of monitoring behaviour.

Major benefits:

- Substantially raised awareness
- Improving manager/staff relationships
- Building resilience against adverse events
- Improving staff engagement
- Improving trust and commitment
- Creating a harmonious workplace
- Improving performance and profitability
- Recognition as employer of choice

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