



Henderson Woods, LLC

Building Relationships to Improve Outcomes

Creating a Respectful Workplace Harassment and Intimidation Prevention Training

In today's increasing diverse and complex workplace, how people treat one another matters. Creating a workplace culture where all feel welcomed, recognized, valued and respected promotes constructive working relationships, improves communication and information sharing, reduces potential stress, conflict and legal liability, and supports efficient operations while motivating everyone to contribute their best effort.

This training is designed for managers and supervisors to increase capability for creating a workplace culture of respect and dignity. Session content emphasizes the business rationale for promoting respect in the workplace and explores the added challenge of managing employees

of diverse backgrounds and cultures. Managers and supervisors will have opportunity to examine their own attitudes and work together to develop action ideas to balance respect with the demands of the operation.

The session will combine facilitated training from Henderson Woods, LLC with a reinforcement of company policy on anti-harassment and hostile work environment delivered by a company representative. Our training is interactive, using case studies to provoke dialogue along with information presentation and small group work. Each session concludes with an action plan. Content can be customized for the needs of each organization and adapted for delivery as workforce training.

Session Objectives

- Further understanding of how workplace respect adds value and enhances performance
- Consider the challenges of managing employees of diverse backgrounds and cultures
- Review legal and workplace consequences of disrespectful, intimidating and harassing behaviors
- Review and strengthen awareness of company policy
- Strengthen communication tools and skills for leading with respect

Session Agenda (3 hour or full day versions)

Welcome and Introduction (Member of Senior Management)
Warm-up Icebreaker
The Business Case for Respect
Self-Assessment for Managing with Respect
Respect or Disrespect: You Be the Judge? (Case Studies)
From Disrespect to Hostile Work Environment (Definitions and Legal Ramifications)
What's a Leader to Do??? (Communication tools and skills)
Harassment-free Workplace Policy (Organizational presentation)
Action Planning

For More Information — Henderson Woods, LLC
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