

A black and white photograph of a man with a beard and short hair, wearing a suit jacket over a checkered shirt. He is smiling broadly and shaking hands with another person whose hand is visible in the foreground. The background is a blurred office setting. The image is framed by a large, dark grey triangle that points downwards from the top left corner.

Developing a Culture of Respect

How to Cultivate a Harassment-Free Organization

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Implement corporate standards to ensure you have a respectful and productive workplace for all.

Highlights

- Learn key strategies to ensure your workplace stays harassment-free and respectful for all your employees.
- Identify the cues and signs that may indicate harassment in your organization and learn what to do about it.

Key Competences

- Recognizing cultural cues
- Defining your management responsibilities in this area
- Implementing policies to avoid harassment
- Creating trust

The Right Programme for You

You are a manager or leader and want to create a harassment-free organization. You have policies and training in place, but it doesn't always work. This programme gives you all the skills to make it happen.

Senior Managers

Managers



Learn, Practice and Use

- **Identify** disrespectful practices and sexual harassment in the workplace
- **Recognize** cultural cues that may indicate there's a problem in your organization
- **Define** management responsibilities in creating a culture of respect and civility
- **Effectively** administer policies that address core issues quickly and efficiently
- **Construct** steps to prevent occurrences of harassment and incivility
- **Describe** what the culture of harassment looks like
- **Differentiate** between gossip, rumours and the truth
- **Build** a climate of trust in the organization
- **Develop** a culture of respect in day-to-day interactions
- **Establish** a plan to ensure the organization stays on track and harassment free
- **Share** your knowledge and challenges with your peers and MCE's highly experienced faculty

Practical Information

Face-to-Face



2 days
€2,295

Available In-Company

The programme is available as an In-Company solution for your teams. More information at mce.eu/inco

Programme Modules

1

The Business Case for Eliminating Harassment

- Describe what the culture of harassment looks like
- Identify subtle cues that may be an indication of harassment in the workplace
- Identify disrespectful practices and sexual harassment in the workplace

2

The Continuum: From Harassment to Health

- Identify subtle cues and signs that many indicate harassment in the workplace
- Differentiate among gossip, rumors, and truth
- Explain how power structures in the organization can breed harassment

3

Organizational Responsibilities

- Develop policies and plans to address core issues
- Construct steps to prevent occurrences of harassment

4

Management Responsibilities

- Describe management responsibilities in creating a culture of respect and civility
- Apply management responsibilities to scenarios

5

Creating a Healthy Culture

- Describe management responsibilities in creating a culture of respect, civility, and trust
- Create steps to implement a healthy culture of respect, civility, and trust
- Identify unhealthy practices and behaviors in the workplace
- Review policies and plans to address core issues

6

Civility

- Implement steps to create a healthy culture of civility
- Identify characteristics of uncivil and civil behavior

7

Developing a Culture of Respect

- Implement steps to create a healthy culture of respect, civility, and trust

8

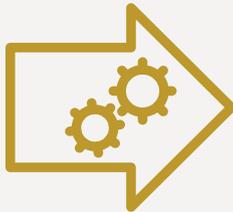
Building a Climate of Trust

- Identify the behaviors associated with trust



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

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