



Leadership Strategies for Creating a Respectful Workplace

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Build and support a more positive and productive workplace climate for all your employees.

Highlights

- Start by assessing your own strengths and areas for improvement in establishing your respectful workplace.
- Create your own action plan for implementing strategies to support respect in your organization.

Key Competences

- Dealing with disrespect
- Coaching strategies for senior executives
- Creating a respectful climate
- Understanding behaviours
- Dealing with bullying

The Right Programme for You

You are a senior manager, director, vice president, division head or HR professional. You want to ensure that your organization's workplace is respectful and positive. Get the skills you need to make this happen.

Senior Managers



Learn, Practice and Use

- **Recognize** disrespect in the workplace and the impact on productivity
- **List** the components of a respectful workplace and see if your organization fits
- **Reduce** the likelihood that smaller issues escalate into larger confrontations
- **Use** appropriate tools to deal with rudeness, incivility and harassment between colleagues
- **Be** better equipped to coach staff to deal with offenders and disrespectful situations
- **Use** coaching strategies to initiate a more respectful climate in your organization
- **Help** reduce time away from work, worker's compensation claims and health insurance costs
- **Describe** how a leader's actions foster a respectful workplace culture
- **Assess** your own strengths & areas for improvement in establishing a respectful workplace
- **Differentiate** between disrespect and bullying and act accordingly
- **Share** your knowledge and challenges with your peers and MCE's highly experienced faculty

Practical Information

Face-to-Face



2 days
€2,495

Available In-Company

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

Programme Modules

1

Workplace Respect

- Identify behaviors that impede a respectful workplace
- Assess the intent of disrespectful behaviors in your organization
- List the components of a respectful workplace

2

Effects of Incivility in the Workplace

- List the physical and psychological effects of disrespectful behavior on employees
- Discuss how disrespectful behavior affects productivity
- Translate a company's lost revenue caused by incivility into a specific amount
- List the important differences between healthy workplace legislation and current equal employment opportunity and harassment laws

3

Strategies That Create Respectful Workplaces

- Describe how a leader's actions foster a respectful workplace culture
- List specific actions a leader must take to insure workplace respect
- Assess your own strengths and areas for improvement in establishing a respectful workplace
- List practices other organizations use to support a respectful workplace culture

4

Coaching Solutions That Maintain Respectful Workplaces

- Identify steps employees can use to deal successfully with disrespectful situations
- Apply managerial coaching strategies to end disrespectful behaviors in the workplace
- Use questions to engage employees in productive performance discussions

5

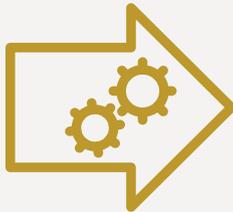
Bullying in the Workplace

- Differentiate between disrespectful behaviour and bullying
- List actions employees can take
- Identify ways your organization can address bullying



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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