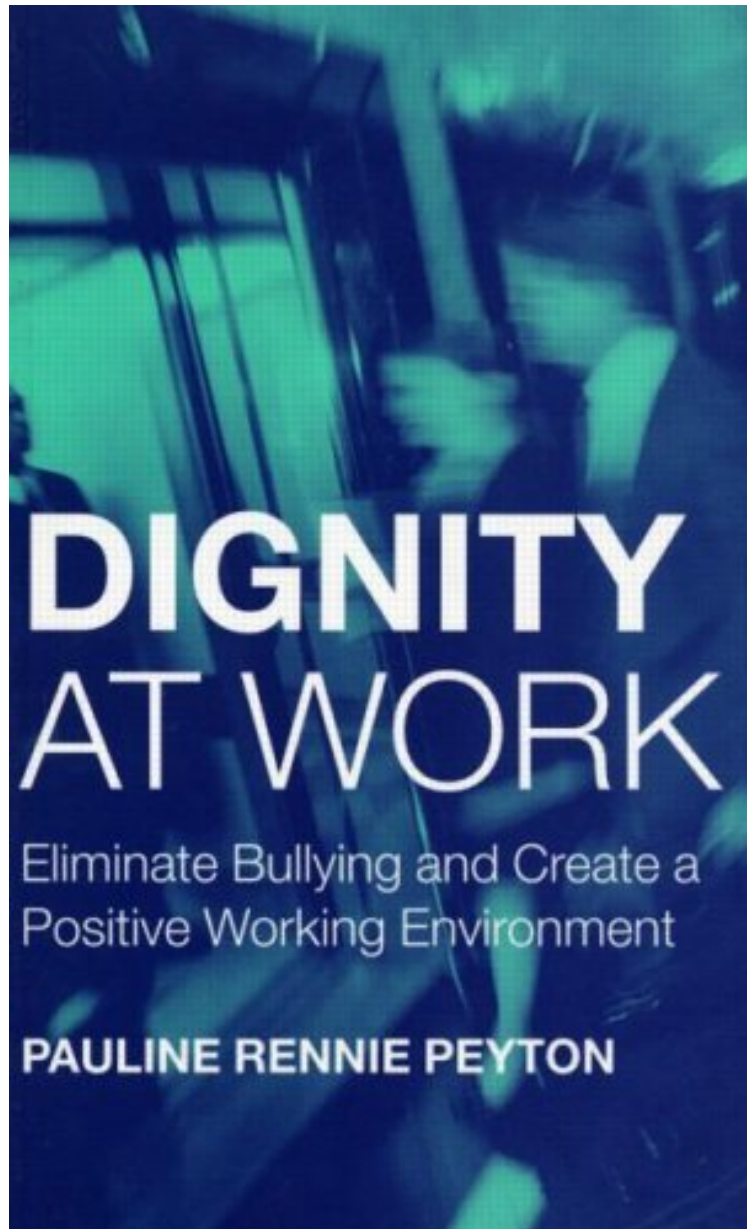


(Free download) Dignity at Work: Eliminate Bullying and Create and a Positive Working Environment

Dignity at Work: Eliminate Bullying and Create and a Positive Working Environment

Pauline Rennie Peyton

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Pauline Rennie Peyton : Dignity at Work: Eliminate Bullying and Create and a Positive Working Environment before purchasing it in order to gage whether or not it would be worth my time, and all praised Dignity at Work:

Eliminate Bullying and Create a Positive Working Environment:

Bullying in the workplace is now a recognised problem, and a cause for major concern. Victims stand to lose their self-esteem, their health and even their careers. Organisations that do not endeavour to put an end to this behaviour lose productivity, profits and their good reputations. *Dignity at Work* is derived from the author's many years of experience working with organisations of all sizes and at all levels. This book outlines practical guidelines essential to organisations that want to combat bullying in the workplace, and psychologists and professional counsellors working with those organisations. It provides: * the tools to identify bullying behaviour * expertise to create new policies and integrate them into corporate culture * confidence to know when and how to intervene practically and therapeutically * the skills required to know when to seek external help from professional counsellors * psychologists and counsellors with advice on how to transfer their skills to organisations as independent contractors Bullying will no longer be tolerated, and organisations must create environments that do not support mistreatment. This book provides managers, Human Resources staff and professional counsellors with the skills required to be able to recognise when a problem exists, and deal with it effectively.

Not only does Rennie Peyton present the difficulties of bullying in work place settings, she goes one step further and offers solutions as to how to support people and work with this issue. The book title *Dignity at Work* encourages the reader to look creatively at ways in which the counsellor or psychotherapist can work to create a positive working environment within the area of bullying. Although aimed at counsellors and psychotherapists, I don't believe that people who work in Human Resources and other such departments will be most grateful for this book. I highly recommend it for all who have experienced bullying in their work setting. - Terri Spy, Counselling Psychologist and BACP Fellow

The book locates bullying as a key strategic issue for organisations in tackling change. It offers a comprehensive, accessible, strategic and practical approach to eradicating bullying in the workplace. It makes the links between organisation culture and values, management styles, strategic leadership and day to day workplace culture, values and behaviour. It takes the reader on a journey from knowledge and information about bullying, the business case, its detrimental impact on the business, issues for organisations in producing and implementing a *Dignity at Work* policy, dealing with complaints of bullying in a way which is fair to all, and mopping up the aftershock of any incidence of bullying. - Lesley Holland, Angel Productions

The book is well structured and easy to read, with the right balance of theories, definitions and practical advice ... this book would be equally useful for everyone in organizations, including those experiencing bullying or harassment, to learn to spot the behaviours and characteristics of bullies so that they are alert to these. It is an excellent example of how theory and commonsense can be used to help those involved in organizational life in a constructive and informed manner. - Wai-yin Hatton in *Organization Studies*, July 2004

I would consider this book essential reading for those working as staff counsellors, in-house counsellors and those in EAP's for use as a handbook for policies and procedures which organisations are currently required by law to have in place... I would see this as a valuable resource.' - Mary Berry, *Counselling and Psychotherapy Journal*, March 2005

'Anyone who wishes to take bullying at work seriously ought to have this book on their shelf.' - *Leadership Organization Development Journal*

'Dignity at work is a unique text in offering rather more than a how to combat bullying formula ... anyone who wishes to take bullying at work seriously ought to have this book on their shelf.' - *Leadership Organizational Development Journal*

About the Author Pauline Rennie Peyton is an integrative psychotherapist and a chartered psychologist. Since presenting her first paper on 'Bullying at Work' in 1995, she has built a reputation as a pre-eminent expert in this field. As a consultant to organisations large and small, she assists in policy writing and implementation, training, investigating, mediating and counselling the victims and perpetrators of bullying.