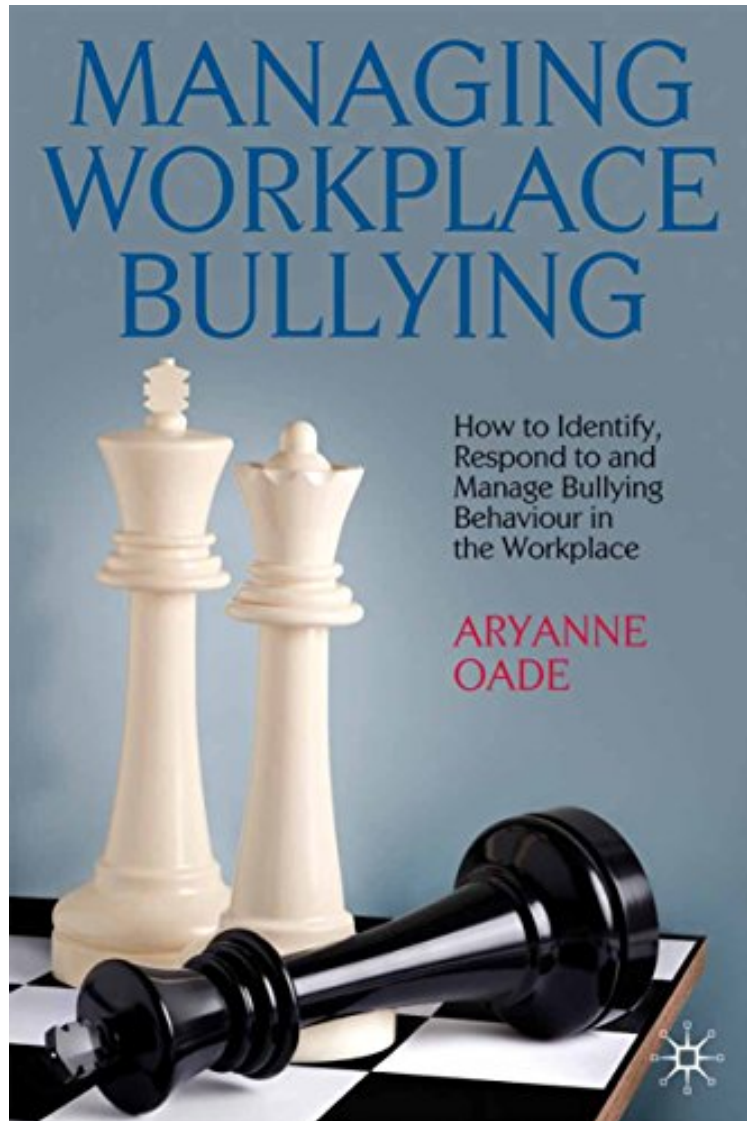


(Free) Managing Workplace Bullying: How to Identify, Respond to and Manage Bullying Behaviour in the Workplace

Managing Workplace Bullying: How to Identify, Respond to and Manage Bullying Behaviour in the Workplace

A. Oade

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A. Oade : Managing Workplace Bullying: How to Identify, Respond to and Manage Bullying Behaviour in the Workplace before purchasing it in order to gage whether or not it would be worth my time, and all praised Managing Workplace Bullying: How to Identify, Respond to and Manage Bullying Behaviour in the Workplace:

This is a comprehensive, practical and engaging book designed to help readers to recognise bullying behaviour at work and identify and select inter-personal strategies for handling bullying behaviour.

'This is a thought provoking and honest book written in an accessible 'conversational' style. The unusual structure of the book enables it to be read either cover to cover as a comprehensive exploration of every aspect and view point of workplace bullying, or dipped into as an insightful source of reference. I believe that it will substantially enhance the understanding of anyone working in an organisational setting where bullying behaviours are all too often prevalent, yet widely misunderstood.' - RUTH SHAKESPEARE, Coordinator of Staff Counselling Services, The Mid Yorkshire NHS Hospitals Trust 'This book offers comprehensive and practical guidance that can be easily accessed by line managers or HR Managers who need to understand the complexity involved in managing and reducing cases of bullying in the workplace. It is also an excellent reference for anyone who believes they are being bullied and needs help in recognising and responding to the situation.' - GILLIAN HARFORD, Senior Manager, Head of HR Strategic Service, AIB 'Most people will face bullying in the workplace at some point in their careers. Managing Workplace Bullying is a unique book which assists the reader with strategies not only to deal with workplace bullying but also how to identify it from the very first job interview. Once you have read this book and absorbed Aryanne's insight and guidance you should feel better prepared to face these difficult and stressful situations in future.' - MARK HAMILTON, ClearPar Europe Manager, Fidelity National Information Service, former Director, Operations, Barclays Capital 'The management of workplace bullying differs from a mere 'understanding' of the word bullying! Epitomising her approach, Aryanne takes a pragmatic and user friendly approach designed to walk an individual through the many pitfalls, challenges and obstacles of what does and does not constitute bullying at work. I wish I had access to this valuable resource during my time as a practising HR Head and thoroughly recommend this to current practitioners.' - EDDIE COCHRANE, Executive Development Manager, University of Edinburgh Business School and former head of HR, a major retailer 'Everyone can benefit from Aryanne's thoughtful analysis and description of bullying behavior. Aryanne's work will assist in creating strategies with which to cope with and even avoid workplace bullying. I am pleased to have this resource to recommend to anyone faced with handling or managing bullying behavior, or the family or friends of those impacted. This resource will be valuable to anyone caught up in a situation where bullying behavior is used.' - NANCY TAFOYA, Managing Partner, Solutions in Practice LLC; former MD of a major international bank 'This book is helpful for anyone who encounters bullying at work which is overt and intended. The book uses a sequence of well-crafted case studies to analyse the complexity of these situations and, through suggesting various responses, enables considerable insight into the dynamics. It will be useful to those who seek to resolve their situation through challenging the bully rather than leaving their job.' - Charlotte Raynor, Professor of Human Resource Management, Portsmouth Business School About the Author Aryanne Oade has worked as a Chartered Psychologist since 1991 and is the owner of an established and successful coaching and development business. Aryanne regularly coaches senior-level clients on the complex interpersonal issues surrounding leadership and influence. Since 1994 she has designed and delivered over 130 bespoke executive coaching programmes and over 100 tailored professional skills workshops for leaders, managers and employees of client organisations across the UK, Europe and North America. Some of these projects have involved working with clients on the reality of handling bullying behaviour at work. Aryanne has coached people who were being bullied, those employing bullying behaviour, and team colleagues of people being bullied and the managers of bullies. She has appeared on C4 speaking about customer complaints handling; has given an address on 'Creativity in Business' at the British Association for the Advancement of Science and has appeared on Radio 4 speaking on the same topic. Aryanne has spoken at the Leeds and York Institute of Directors on 'Politics, Power and Profit'; and once at the British Psychological Society's Annual Conference on 'Stress Levels Among South Yorkshire Probation Officers.' She is a member of the British Psychological Society's Special Group in Coaching Psychology and holds general membership at the BPS's Division of Occupational Psychology and she is also a Member of the Association for Coaching. She is the author of 'Managing Politics at Work: The Essential Toolkit for Identifying and Handling Political Behaviour in the Workplace', which is also available through Palgrave Macmillan (2009). Aryanne lives on a farm in Yorkshire from where she runs her business.