

How to prevent bullying at the workplace

For three hours the participants learn how harassment and other forms of victimization can be prevented.

The seminar is designed in dialogue with the client about the participants' needs and to what extent people are bullied in the organization. Since the forms of victimization have become more subtle, the seminar focuses much on such. Situations of exclusion can, if they are not dealt with and handled, grow and thus constitute a risk for severe types of discrimination. These risks must be dealt with according to the Work Environment Act and the Discrimination Act.

The managers are the key persons in the preventive work of the organization. During different workshops the leaders discuss their own experiences of dealing with situations of bullying. The goal is finally to come together and to find out how we can create an organizational culture where everyone feels respected and included. If possible, we connect with the organization's own core values, procedures and guidelines.

Target groups and purpose

The seminar is aimed at managers or them that are a safety representatives or trade union representatives. The seminar can also be held for groups with a mix of managers and employees, with some adaptations.

We learn about why bullying can occur, about norms, power orders and the human social being. The seminar gives you readiness to act and knowledge of what may need to be investigated and addressed in your organization. In some groups, it may be appropriate to make a self-assessment of the situation in the organization by means of a test designed with organizational research as the starting point.

The focus of the course is on how you as a manager or employee should act when situations of bullying occur and how an investigation ought to be carried out.

For one moment, we may use cases or group exercises to practice situations that have arisen. Designing a preventive work is as important as being able to handle emerging situations. We learn how we can investigate our employees' situation in several ways and how to make an inclusive working climate to grow stronger.

Some acknowledgements from previous participants:

"Thanks for this rewarding education today. It aroused many ideas about how we can work further."

Anna-Maria Olander Jahnsson, Human Resource Specialist, Nacka kommun

"Thanks for today! This morning left many thoughts on how we could work on these issues."

Åsa Anthony, Head of Human Resources, Swedish Defence University.

"Thank you for this great course! We would very much like to cooperate with you further on".

Ewa Brentel, Head of Human Resources, Timrå kommun

"This was exactly what our managers needed, time to discuss these issues and work on concrete cases. Now they understand how important it is to work with inclusion."

Jan Theliander, Pro-Vice-Chancellor, University West.

The seminar leader



PATRIK EDGREN has worked devotedly for 15 years with issues related to equality, diversity, inclusion and work environment for the Teachers' Union, the Equality Ombudsman, the Equality Ombudsman and as a consultant for Equal Relations. During the 1990s, he worked on developing relationships in different youth groups.

Patrik has got an experience of making enquiries of individual discrimination for the Equality Ombudsman and as a consultant for Equal Relations.

His experience of how different employers have organized their work for equal rights and opportunities, in combination with his knowledge of what the research indicates are the most successful strategies, constitutes the basis for the course content.

Patrik has helped the Equality Ombudsman to develop a method for anti-discrimination based on seven grounds of discrimination. For several years, Patrik has been one of the participants in the gender equality minister's gender equality council.

Patrik has trained thousands of leaders and HR specialists. He has a pedagogical degree and works responsibly and engaged as a seminar leader.

For eight years Patrik studied Sociology, Human Resource Management, Work Environment Management and Pedagogy at university level. He's got a master's degree in history and social science with a specialization in democratization processes.

If this course sounds interesting, please contact Patrik Edgren.

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