



for Unions from the Workplace Bullying Institute

Spend three intensive days with Dr. Gary Namie, co-founder and director of the Workplace Bullying Institute for a one-of-a-kind learning experience. A typical comment from Union attendees:

Without exaggeration, the WBI [Workplace Bullying University] was the best training I have attended in my twenty-three years as a both a union attorney and union representative. While Dr. Namie's knowledge of workplace bullying is encyclopedic, he is able to present this information with incredible clarity and passion. This is a graduate level course and, at the end of it, a union or professional will be well prepared. I cannot give high enough praise to the WBI.

Eric Fisher, Uniserv Rep, Connecticut Teachers Association

Gary Namie is a member of the National Writers Union, UAW, Local 1981/AFL-CIO.

Members Are Suffering

With unremitting exposure to bullying, members suffer stress-related health problems: high blood pressure, coronary disease, ulcers, depression, PTSD. Employers do not hate workplace bullying. Some love it. It is a default management style. Complaints to HR lead to retaliation and loss of jobs. Unions are the only source of relief for bullied workers. Unions can become the experts to help their own.

Unions that provide substantial support to bullied members can claim superior service and use it for organizing.

University Trains the Trainers for Your Union

University attendees who complete the 3-day training, can train union sisters and brothers back home. University goes beyond training. It equips Unions with the blueprint to create a Team of internal experts in bullying. Some services Teams provide to colleagues are:

- Clarification of members' bullying experiences
- Validation (you're not crazy, you're being abused)
- Information (thru web, telephone)
- Emotional triage -- references to therapists, attorneys
- Coaching -- personal strategies
- Training/education
- Intervention
- Help crafting CBA terms

Delivery Options

A.

Send representatives to periodically offered University sessions. Open to the public.

Union tuition is **\$2,000** per person; Send 3 from the same Local, **\$5,500**.

Sessions are now held in San Francisco, four to five sessions per year. Travel and lodging not included.

B.

Arrange space for training for a Team of up to 30 members. \$10,000 + travel for consultant.

Per person rate drops to \$333. Larger Teams possible for a slightly higher rate.

Workplace Bullying University® Participants Receive

- Three intensive days of mentally and emotionally challenging, interactive learning.
- The ability to speak with authority and credibility on the topic of workplace bullying.
- The research articles upon which the WBI evidence-based approach is grounded.
 - A signature specialization of WBI is the reliance upon the mushrooming body of scientific results from the fields of occupational health, neuroscience, epidemiology, organizational psychology, and management science.
 - At University, participants are introduced to an ever-expanding list of peer-reviewed studies.
 - The science is made understandable by Dr. Namie's unique ability to translate obtuse academic writing for practical use in the workplace.
- In-depth coverage of modular presentation components (given to participants). The modules include:
 - History of the phenomenon
 - Definition and comparison with related forms of violence, abuse, and harassment
 - The prevalence of bullying according to the WBI national U.S. Workplace Bullying Surveys (2014 -national) from the authors and owners of the results
 - Profiles of both perpetrators and targeted individuals
 - Alternative explanations for why bullying happens
 - Impact on individuals (emphasizing health impact) and on organizations
 - Solutions for individuals
 - The 8 Strategies for unions to adopt to overcome bullying/abusive conduct
 - Determining services to colleague-members by the Expert Team
 - Training to triage emotional calls, coaching, intervening
 - Announcing the new Expert Team

Digital Materials for attendees

- **A SET OF DISCS** containing more than 65 hours of audio and video to supplement ongoing education and material necessary to enhance your presentations:
 - Data Discs: ready-to-go slideshows in PPT, Keynote & PDF formats
 - Audio CDs: seminars, webinars, interviews, educational podcasts, advice from guest experts, bullying-related songs, audio training
 - Video DVDs: TV interviews, video clips to accompany presentations and training, target interviews and stories, a full-length documentary

The WBI Research Library -- a collection of 400 empirical research articles published in peer-reviewed journals and academic book chapters. These studies comprise the foundation for the WBI treatment of the topic of Workplace Bullying. The most relevant articles are integrated into the presentation for participants. [Start to use research to win arbitrations!]

Gary Namie (Ph.D., Social Psychology)

The Drs. Namie – Gary and Ruth -- introduced workplace bullying to the U.S. in mid-1997. They started the research and education focused Workplace Bullying Institute. They wrote *The Bully-Free Workplace* (Wiley, 2011) and *The Bully At Work* (Sourcebooks, 2009). Gary taught college over 20 years in psychology and management. He taught the nation's first university course on workplace bullying. He was also a corporate manager for two regional hospital systems. He was the expert witness in the nation's first "bullying" trial in Indiana, verdict upheld by the state supreme court and in the NFL 2013-14 Miami Dolphins bullying scandal. He has made over 1,200 media appearances including *Today Show*, *Good Morning America*, *Dateline*, *Nightline*, *CNN*, *NPR*, *Howard Stern*, *CBC*, *NY Times*, *Washington Post*, & *Bloomberg Business Week*.

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