



November 26, 2019

Calgary, Alberta

November 29, 2019

Edmonton, Alberta



Treating Targets of Workplace Bullying

Linda Crockett, www.abrc.ca | Pat Ferris, www.solvingwpb.com

Treating Targets of Workplace Bullying:

This is Part One - A One Day Training for

Essential Skills for Treatment Professionals

Mental health professionals have recognized bullying as a psychosocial stressor that can be difficult to treat. Many who suffer serious impact from workplace bullying are unable to work and many destroy their lives through severe rumination which keeps them activated and symptomatic.

There have been numerous international conferences devoted to understanding all aspects of workplace bullying. These have included separate days and moderated discussions focused on the treatment of targets of workplace bullying. A four-day summer school was held in Calgary, Alberta in 2015 that provided presentations and discussions which assisted participants in understanding the theoretical and neurobiological underpinnings of injury due to exposure to workplace bullying. Discussion of diagnostic issues and treatment protocols were presented; moving the field forward. This one-day training is part of a series which will offer participants the core of these wisdom sharing exercises, discussions, and the facilitators hands on practical experiences, working with thousands of employees impacted by workplace bullying.

This is the first training offered uniquely to clinicians to present treatment protocols developed by international experts. This is an opportunity to choose a focus of a one-day training session unique to all others. This provides incremental value in addressing workplace bullying. The impact would be significant to those attending in providing exposure to world-class speakers and for discussing the international experience and strategies.





The one day training will:

- Assist mental health professions to understand what bullying and harassment involves, the causes, personal injuries, organizational damage and possible consequences, as well as develop some understanding of what can be done for employers and employees.
- Provide a neurological, and psychological theoretical understanding as to why bullying is so harmful, even though the behaviours may be subtle and perceptions can vary.
- Discuss essential knowledge and skills for the therapist. This includes ethical considerations, transference and boundary issues, self-awareness, review of the current state of research internationally, diagnostic frameworks, treatment options, goals of treatment, (for short and long term targets of bullying), aids to treatment, difficulties in therapy.

Learning Outcomes

At the conclusion of this event, participants will have gained understanding of:

- Range of definitions of bullying: legal, policy, research.
- Neurological, genetic, biological, and psychological impact on a target.
- How to set up an appointment, set boundaries and create safety.
- Treatment strategies for mild, moderate and severe symptoms presentation.
- Teach Survival and Self Recovery Skills .
- Considerations for assessment and diagnosis.



Testimonials

“This training is rich with learning and tools for me to use in my professional practice. Linda and Pat have worked with hundreds of complex “he said, she said” multilayered cases of psychological harassment and violence. They understand all the layers of complexities in these cases. Linda and Pat share their experiences and strategies of working with employees on short or long-term disability attempting to navigate internal and external work-related systems i.e.: HR, WCB and other Insurance Companies, Medical Teams, Human Rights, OHS, and more.”

JOANNE WATT BScN, MN, PHCNP(C), APO(C) 2018

“This course combines research with policy and real-life case examples which gave me a deeper understanding of these complex cases. We reviewed problem solving solutions and strategies which will help me with my clients. Linda and Pat are experienced presenters who understand the unique needs and learning styles in every audience. Their warm personalities, great senses of humor, and flexible styles, placed their audience immediately at ease. The environment of openness to learn and their diverse training style (research and anecdotal or story telling examples in their teachings), I gained a deeper understanding of the human experience of workplace bullying.”

JAN STEFANIC, 2017

Pat Ferris MSW, RSW, M.Sc., Ph.D.

Pat Ferris has treated targets and perpetrators of workplace bullying for over 20 years and is now a noted expert in the treatment of both. She has been active in researching workplace bullying from the organizational, target, and professional service provider perspectives. Pat’s work has been published in top tier journals and she has contributed three chapters to an upcoming Handbook on workplace bullying relating specifically to treatment and policy development. For almost a decade, Pat has been the Co-Convener of the International Association on Workplace Bullying and Harassment (IAWBH), Therapist Special Interest Group (SIG). In this role, she guides international therapists on protocols for treatment. She has delivered numerous keynote and educational presentations at IAWBH and other conferences. In addition, she has assisted in running the Therapist SIG Day at the past four IAWBH conferences. Pat organized the first Master Class of the IAWBH in 2015, Calgary, Alberta, Canada. This conference focused on the treatment of targets of workplace bullying.



Linda R. Crockett MSW, RSW, SEP

Linda Crockett is a certified trauma therapist treating targets and perpetrators of workplace bullying for nine years. She is now a noted expert in this area. Linda is the first in Canada to offer an award-winning, full-time service for Employers and Employees impacted by workplace bullying. She provides organizations and individuals with needs assessments, consultations, leadership, staff training, and coaching. She also provides short or long-term counselling for complainants, witnesses or respondents. Linda has trained and mentored workplace investigators, mediators, human resources personnel, OHS staff, unions, regulatory bodies, nonprofits, and many more. She combines her passion for this topic with her extensive education, training background, and hands-on work experience involving thousands of employees. Her diverse combination of skills has been most effective in promoting psychological health and safety in the workplace. To further support workers in Alberta, Linda is an activist, lobbying for changes in legislation. She is also a published author, international speaker, Alumni of the Workplace Bullying Institute, and current member of the International Association on Workplace Bullying and Harassment. (IAWBH)



Date: **November 26, 2019**

Location: #1020 – 909 – 11 Ave SW
Calgary, Alberta

Fee: Fee \$275 + GST

Price includes handouts, completion certificate, refreshments & snacks.

Date: **November 29, 2019**

Location: PsychSolutions, 16880 – 111 Ave
Edmonton Alberta

Fee: Fee \$275 + GST

Price includes handouts, completion certificate, refreshments & snacks.

Times: 8:30 am to 5:00 pm with two coffee breaks and a one-hour lunch.
For rich interactive learning we limit our sessions to 20 seats per class.

Call or email for information on nearby hotels and restaurants.

Payment can be made to ABRC Inc. 16880 – 111 Ave Edmonton, AB T5M 4C9. For etransfer or credit email Linda Crockett a lrmcrockett@gmail.com to make arrangements.

Refund policy: Cancellations up to 14 days prior to the course will receive a full refund. Cancellations within 1-13 days of the study group will receive a 50% refund. Cancellations within 24 hours of the course will not be refunded. All cancellation requests must be given in writing.

Contact information

Linda Crockett:

lrmcrockett@gmail.com

780-965-7480

Pat Ferris:

pat@solvingwpb.com

403-815-6624

Please leave your name and phone number so we may contact you.

Thank you!

Following this course, you will be connected to many professionals for case consultations.

We are looking forward to working with you.

