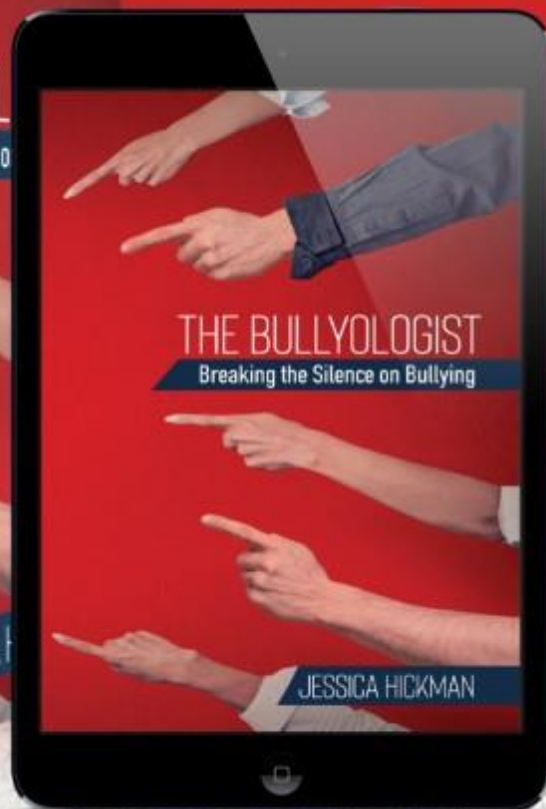


JESSICA HICKMAN

THE BULLYOLOGIST

Breaking the Silence on Bullying





WHY
BULLYLOGY?

WHAT IS
BULLYING?

WHY DO
PEOPLE
BULLY?

WHAT ARE
THE TYPES
OF BULLYING?

WHAT ARE THE
EFFECTS/RISKS
OF BULLYING?

HOW DO
YOU GET HELP?

WHAT WE DO:

Bullyology® provides individuals and companies with the tools and strategies that will enable them to create a thriving respectful workplace free of Bullying and Harassment.

Our vision is that people at work are taking ownership of their personal and mental wellbeing. Workplace bullying is in decline and we empower a generation of upstanders.

OUR VISION:

Our vision is that:

- Organisations are prioritising employee wellbeing
- Education and awareness is affordable and accessible
- People at work are taking ownership of their personal and mental wellbeing.
- Workplace bullying is in decline
- We empower a generation of upstanders.



FOUNDER STORY – JESSICA HICKMAN

After arriving in Australia and through a three-year personal ordeal with workplace bullying, Jessica empowered herself to become a dynamic activist and advocate in the field of bullying, mental health and positive workplace relationships.

As the founder of Bullyology® and Upstand Academy™

Jessica delivers practical solutions for workplaces, with expertise across multiple industries in Public and Private Sector.

Jessica is an in-demand speaker at business conferences, leadership workshops, charity fundraisers and corporate events, providing targeted keynote addresses on subjects that include workplace bullying, gender equality, corporate culture, mental health, resilience and more.

Partnering with thought leaders and subject matter experts together we deliver Upstand Academy™

Jessica@bullyology.com



OUR WHY?

- Bullying: Bullying in the workplace costs the Australian economy \$36 billion and the New Zealand economy \$7 billion per year respectively (APA).
- Hostility: Where anger and failure of empathy sits behind most conflict and suffering in our world (J Attali, 2018). Our results: 22% reduction.
- Presenteeism: Costs Australian economy \$6.1 billion per year (PwC workplace report 2014, Inc 2016, Centre for Mental Health 2011)
- Absenteeism: costs Australian economy \$4.7 billion per year respectively (PwC workplace report 2014, Inc. 2016, Centre for Mental Health 2011).
- Workers with psychological distress took four times as many sick days per month and had a 154% higher performance loss at work than those not experiencing psychological distress
- Mental Distress: For every for each \$1 invested, there is a \$4 return on investment. Resilience training has 13 times the effect of medication such as anti-depressants (WHO, 2016).

WHAT DO WE
OFFER?



KEYNOTE / LUNCH & LEARN / TOOLBOX TALK (1- HOUR)

Participants will be educated on awareness, make emotional connection to the topic and empowered to be change makers



TOPICS COVERED:



Workplace
Bullying



Harassment



Psychological
Safety



Workplace
Culture



Mentally Healthy
workplaces



Trust and
Respect



Resilience



Psychosocial
Hazards

ORIENTATION TO BULLYING, HARASSMENT & PSYCHOLOGICAL SAFETY (3 HOUR)

This workshop raises awareness of the impact of poor culture, the impact of a bullying environment and people get to explore their personal contribution to the current workplace climate.



BUILDING A THRIVING WORKPLACE CULTURE - ALL LEVELS (HALF / FULL DAY)

Participants will learn how to use effective leadership (at all levels) and to recognise and challenge attitudes, beliefs and behaviour that lead to toxic workplace culture

Participants will become empowered Upstanders with the capacity to challenge and interrupt adverse behaviours



EARLY INTERVENTION AND PREVENTION - MANAGEMENT (FULL DAY)

Our goal is to equip leaders, manager and team members with tools and new practices for early intervention and prevention that allow participants to engage more effectively daily– to enable everyone to maximize their individual and team performance. Building fluency and capability of management and leading change in culture.



CONNECT – CREATING POSITIVE WORK CULTURES MASTERCLASS (FULL DAY)

Connect is designed to elevate capabilities in the workplace wellbeing of organisations to sustain psychological safety, resilient and adaptive work cultures that connect individuals, teams and business strategy.

In partnership with PerformHR

PERFORMHR

Bullyology



CONNECT

CREATING POSITIVE WORK CULTURES MASTERCLASS

CONNECT is designed to elevate capabilities in the workplace wellbeing of

CONSULTING & CULTURE DESIGN

Our team guides senior leaders at the world's top brands. We will advise you on how to build and maintain a thriving workplace culture. Together you will build a roadmap for success. Our experience tells us that no matter how good a training programme is, training alone cannot shift perceptions sufficiently to impact behaviour in the long term.

Bullyology partners with the Australian Consultancy Network to construct Culture Change programmes build on a tried and tested methodology.



Australian Consulting Network

Linking people across Australia

EXECUTIVE COACHING

As a leader, it's important to know yourself and leadership styles, along with strengths and weaknesses which can make or break your workplace culture.

Self-awareness and inner understanding are critical to your personal and business success.



UPSTAND ACADEMY™

Using an online training platform provides flexibility, and an alternative for both managers and staff to access training when it is convenient to them. Training can be undertaken from any location where an internet connection is available.

www.upstandacedmy.com



PARTNERS

- Steve Lang – Australian Consulting Network (ACN)
- Stuart Dickson – Australian Consulting Network (ACN)
- Natalie Welch – PerformHR
- Emma Saccomani – Minds That Work (Australia)
- Victoria Brookbank – Minds That Work (UK)
- Elisa Choy – Strategic Data Central



PERFORMHR



Australian Consulting Network

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