

Leadership Strategies for Creating a Respectful Workplace

Seminar Goals

- Understand workplace culture and the need for an engaging, respectful environment
- Identify challenges in our current workplaces and the impact of disrespectful behavior on people and the organization
- Assess your communication style and create a plan to contribute to a respectful culture
- Develop tools for coaching, conflict resolution, and performance improvement
- Engage with strategies to build and influence a respectful culture within the team and organization
- Create a personal action plan with tasks, timelines, and accountability

Where Would You Want to Work?

- Define workplace culture and its impact on employee engagement
- Differentiate between respectful and disrespectful workplace cultures and the behaviors within them
- Identify whether your organization/you as a manager are engaging in behaviors that build up respect
- Identify risk factors that can facilitate behaviors from disrespectful to toxic

Who Works Here?

- Recognize workplace challenges related to remote work and contract workers, generational differences, and cultural diversity
- Identify and distinguish the variety of damaging behaviors and how they can build or escalate over time
- Analyze the consequences of workplace incivility on individuals and teams
- Identify the ways managers can detect problems/relationship challenges/ conflict within the team

How Do I Show Up?

- Recognize the impact of managers and leaders on employee experience
- Explore three key areas for positive influence: motivation, knowledge, and skill
- Assess and improve workplace communication and behavior
- Understand personal fields of influence and their impact on relationships
- Enhance listening, communication, and emotional intelligence

Ways of Working Together Respectfully

- Build self-awareness in managing and navigating negative behavior
- Assess comfort with assertiveness and distinguish it from other communication styles
- Understand coaching as a tool for growth, not discipline
- Identify personal conflict style and strategies for resolution
- Learn steps for successful mediation and team conflict resolution

Putting It All Together Tools for Working Together Respectfully

- Recognize the role of ongoing activities in fostering a respectful culture
- Develop team agreements and use them for accountability
- Evaluate and improve onboarding practices with team involvement
- Strengthen goal-setting skills for team and individual growth
- Identify key drivers of happiness, engagement, and team success

What's Next: Action and Accountability Planning

- Define your actions, tasks and a schedule for taking them and an accountability plan