ICML
INSTITUTE FOR COMMUNICATION MANAGEMENT AND LEADERSHIP



HR AND WELLBEING

Be Upstanding – Bystander Intervention Training

Give employees the skills and confidence to safely speak up and intervene.

WHO IT'S FOR

Employees at every level who want to speak up and act safely.

DURATION

3 hours, or tailored to your needs

FORMAT

On-site: we come to you, virtual or hybrid.

PARTICIPANTS WILL DEVELOP THE SKILLS TO

- Spot early warning signs of harmful behaviour at work
- Hold upstanding conversations using a shared language
- Respond constructively when someone pushes back
- Judge when to step in and when to put personal safety first
- Use curious questions to encourage lasting behaviour change
- Check in with and support a colleague afterwards

ABOUT THIS PROGRAM

Most people want to do something when they see bullying, harassment or discrimination at work. Many freeze, worry about getting it wrong or assume someone else will step in. Our bystander intervention training gives employees a clear way to respond. They learn to spot early warning signs, use a shared language for upstanding conversations, handle pushback and judge when to step in and when to put their own safety first. The result is a workplace where people look out for each other, shaped around your culture.

Tailored to your organisation

We build in your code of conduct, values and respectful workplace policies, realistic scenarios from your industry and the language your people use, so the learning fits how your organisation works.

> "Suzanne's delivery of what can be confronting topics was exceptional, made everyone feel comfortable and safe and we walked away with tools to improve our communication.
>
> Hinternoosa – Sirah

Talk to us about this program

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Enquire online