

I nnovations

"Training With A Can-Do Attitude"™

www.innovations-training.com
Gail Pursell Elliott

info@innovations-training.com
515-388-9600 phone/fax

"Survive and Thrive" Seminar Day

Two of the Hottest Topics in Human Resources

Survive - Mobbing: Emotional Abuse in the Workplace
See It - Stop It - Prevent It

Experiencing high turnover, low morale, decreased productivity, high absenteeism? Mobbing is a ganging up by one or more individuals to force someone out of the workplace through, rumor, innuendo, intimidation, discrediting, humiliation - wrongly portraying the victim as the person at fault.

Mobbing seriously damages people, destroys teamwork and trust, negatively impacts organizational effectiveness and contributes to violence. Insight and awareness is the key to prevention.

After this session you will be able to: See It - Define what mobbing is, how it happens, the impact on the individual and the organization. Stop It - Provide strategies for identifying and intercepting this behavior. Prevent It - Take home an HR Policy to adapt to your organization.

Thrive - Reward and Recognition on a Limited Budget

Three different companies gave the same annual reward. Even though the reward was identical, from company to company it had three different levels of effectiveness, ranging from very high to very low. What made the difference?

Effective reward and recognition programs reflect the philosophy of the organization and build on its goals and objectives. Therefore, if you are a people-centered organization, your reward and recognition program must be people-centered too. Ineffective programs can set up an adversarial relationship between the organization and its employees.

Whether you have an existing reward and recognition program or are starting one from the ground floor, the principles and focus of this session will identify tools you can use to make the most of your investment, whether you have a large budget or just a few dollars to spend.

Sponsor an I nnovations Seminar Day and your staff can attend for FREE.

- ↵ Two half-day seminars. Other topics available.
- ↵ As Sponsor, you provide the location, do the marketing and registration.
- ↵ For each two paid registrations, you can register one of your staff for FREE.
- ↵ FREE set of School Mobbing Awareness Posters to donate to your local school.
- ↵ Minimum attendance numbers may apply, depending on your location.
- ↵ Or we can set a flat rate for the presentation .. you register as many as you wish.
- ↵ I nnovations works with you to set up the date, registration fee and other details.

"Quality presentations at a reasonable price for people who need it the most."

"All People Want and Have The Right To Be Treated With Dignity and Respect - No Exceptions."