



Strategies to dynamically combat workplace bullying  
in New Zealand

# CultureShift 2018

hosts world-renowned expert

## Dr Gary Namie

**Founder and Director of the American Workplace Bullying Institute  
for two intensive days featuring local and international  
speakers to help understand workplace bullying,  
its impact, and how to safely respond**

[culturesafenz.co.nz](http://culturesafenz.co.nz)



## Speakers

Dr Gary Namie • Olivia Wensley  
Dr Prudence Fisher  
Marni Stevenson • Allan Halse  
Dr Joanna Bishop • Shaun Robinson  
Iriaka Rauhihi • Brad Clark  
Bernadette Soares • Jaq James

## What to expect

Learn that workplace bullying and sexual harassment can easily be significantly reduced or eliminated. This is New Zealand's first Health and Safety conference focused primarily on preventing psychological/physiological harm.

Featuring international experts in the field of workplace bullying and mental health in the workplace, this two-day conference will define the impact of workplace bullying and provide solutions for prevention.

**Conference focus is to** combat abuse—workplace bullying and sexual harassment and by doing so, prevent harm and create positive workplaces.

## Current situation

- \* One in five (400,000) New Zealanders are being bullied at work.
- \* Thousands of workplace bullying victims are being forced into the mental health/health systems annually because there is NO state department/agency willing to prevent psychological/physiological harm.
- \* Hundreds (potentially thousands) of workers are considering and/or attempting suicide because of the emotional/psychological and physiological harm caused by workplace bullying.

## Day 1: Our CultureShift 2018 conference will establish that

- \* Workplace bullying is predominantly a Health and Safety issue but is wrongly treated as an employment issue.
- \* Workplace bullying is black and white and easy to combat.
- \* Repetition of bullying behaviours has a detrimental impact on the emotional, psychological and physiological wellbeing of the target.
- \* New Zealand has no 'low-level' state intervention for the targets of workplace bullying.
- \* There is no jurisdiction where the victims of workplace bullying can obtain justice and compensation using the Health and Safety at Work Act 2015.

## Day 2: Provides solutions

- \* Recommend a successful 'low-level' intervention government agency model that would 'nip bullying in the bud'.
- \* Recommend legislative changes so that workplace bullying could be ruled on using the CORRECT legislation ie. the Health & Safety at Work Act 2015.
- \* Demonstrate that inspired positive leadership will create high trust organisations where workers are 'safe to speak'.
- \* Demonstrate conference attendees that the above measures will significantly reduce/eliminate workplace bullying and sexual harassment.



## Contact us

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Read on for full Speaker bios >>>

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Strategies to dynamically combat workplace bullying in NZ

## CultureShift 2018 Conference Speakers



### **Dr Gary Namie, Founder & Director, American Workplace Bullying Institute**

Gary is a social psychologist and widely regarded as North America's foremost authority on Workplace Bullying. In 2007, 2010, 2014 and 2017 Dr. Namie wrote, and Zogby Analytics conducted, the most frequently cited, largest-ever, scientific U.S. survey of Workplace Bullying.

Along with his wife, Ruth, they wrote the popular books, *The Bully-Free Workplace* (Wiley, 2011) and *The Bully At Work* 2nd ed. (Sourcebooks, 2009).

Gary has 21 years university teaching experience in management and psychology, including the University of Southern California. He was a corporate manager for two regional hospital systems. He won national and college campus teaching awards.

Gary now directs the only U.S. research and education organisation with a focus on bullying at work, the Workplace Bullying Institute.

The media regard Dr Namie, after 1,200+ interviews, as the go-to expert. He leads advocates to enact the anti-bullying Healthy Workplace Bill in US states. He serves as an expert witness in bullying-related legal cases. Work Doctor®, the consulting firm, created the Workplace Bullying specialisation.



### **Olivia Wensley, Legal Disruptor and #Metoo Advocate**

Olivia is a former Lawyer, who has been an active advocate against sexual harassment and bullying in the workplace. Olivia made headlines earlier this year by "whistle-blowing" on the endemic sexual harassment in the legal industry after she wrote a blog titled "*We Need to Talk About Law's Dirty Little Secret*" which went viral. Since then, she has been using her platform to enact change for good.

Olivia is a proponent for change, and has been advocating on behalf of victims throughout New Zealand who have suffered such abuses in the workplace. She has been a vocal critic of current practices by the Law Society and New Zealand employers, and has been pushing for reform to legislation-particularly, banning the use of Non-Disclosure Agreements to hide unlawful activity in the workplace.

Since Olivia has spoken out, huge change has already been enacted, with sexual harassment being put into the centre of the conversation. The impact of the #METOO movement has meant employers are now taking this issue seriously, and ensuring their workplaces are safe.



## **Dr Prudence Fisher, Clinical Psychologist**

Prudence has worked for many years in the area of bullying and with the physical and psychological impact on individuals and organisations. She has worked in primary health settings and women's health over the past four decades as a Registered Nurse, Supervisor, Researcher, Educator and Consulting Clinical Psychologist. She completed her PhD in 2010 at Massey University which examined how covert power operates within relationships and peer groups.

Prudence's clinical practice is informed by her family and cultural background in social justice as well as social psychology, clinical psychology and critical health psychology. She critically examines how power operates within specific social and family contexts and how cultural ideologies may work to support individuals who choose to misuse power against others in the workplace. Her specific background helps Prudence understand the association between specific organisational cultures and how this enables or restrains the wellbeing of workers and effective work practices.



## **Marni Stevenson, National Manager: Training, Development & Quality, MSD**

Marni is first and foremost, a survivor. Marni comes from an Education and Organisational Development background; having worked in senior leadership in NZ secondary schools, as an academic in the tertiary education sector and in Senior Leadership roles across the private and public sector.

She has worked as a researcher and a consultant, contributing across the private and public sector to drive education around healthy and positive workplaces. Marni has a particular interest in psychological health and safety and the role of the employer to provide safe workplaces so to mitigate psychosocial stress. Marni is a trained Restorative Workplaces Facilitator and has delivered presentations at Restorative Practices Aotearoa and the Higher Education Summit around Positive Workplace relationships. As a survivor of workplace bullying (and now a thriver) Marni prides herself on being a solutionist working tirelessly to support victims of workplace bullying and harassment. She has worked to provide Mindful Leadership development, Private Education Sector Wellbeing Strategy and Growth Mindset Development in Tertiary Education in recent years.

Marni is currently developing workshops for Women's Network (MSD) around resilience, mental mind skills, authenticity and Mindfulness. She is currently employed in the public sector as a National Leader and is studying to become an organisational psychologist. She is married to her rock and has four beautiful children.



## **Allan Halse, Director, CultureSafe NZ**

Allan set up CultureSafe NZ in February 2014 and has since become a pioneer in the field of employee advocacy by specialising in workplace bullying and its prevention. With over forty years' experience in the workplace, in a variety of roles, Allan has seen it all. As a Union representative, Allan supported his fellow employees and revealed the scale of bullying in one prominent Hamilton organisation by acting as 'whistle-blower' and successfully representing himself in his own lengthy and very public workplace bullying case.

This experience and Allan's natural tendency to 'seek justice' and support his colleagues and friends has led Allan to his current crusade; to highlight the insidious nature of workplace bullying it, and initiate solutions to prevent and deal with bullies in the workplace.

When Allan is not representing employees at mediations or Employment Relations Authority and Employment Court hearings, he is making regular appeals to governing bodies who are failing to ensure New Zealand employees are safe and free from harm incurred at work to recognise and acknowledge workplace bullying and enact change.



## **Dr Joanna Bishop, Researcher and Employment Advocate, CultureSafe NZ**

Joanna is a researcher with a strong sense of social justice and a background in support and health history. She has worked in health advocacy roles in the past, supporting women seeking help and assistance in the health sector, but has worked most recently as a full-time researcher and writer.

Joanna joined Allan after personally experiencing workplace bullying and learning first-hand the negative and lasting impact this can have on individuals. With degrees in medical anthropology and history, Joanna is an experienced researcher with an eye for detail, and an insight into the often typical and predictable nature of workplace bullying.

In her current role as an employee advocate, Joanna specialises in analysing and presenting evidence, negotiating legal pathways and supporting people as they navigate the processes victims of bullying go through.



## **Shaun Robinson, CEO, Mental Health Foundation**

Shaun has worked in social and health services for over 30 years. With degrees in business and community work, he has held four other CEO positions in not-for-profit organisations, addressing issues from care and protection to HIV and AIDS. He has also been a management consultant to public hospitals, developed a successful training business and been a policy advisor to former NZ Prime Minister Helen Clark.

Shaun has served on commercial and not-for-profit boards and on a range of government working parties and advisory groups. Shaun says it's a privilege to contribute to the mental wellbeing of New Zealanders, and to the flourishing of our diverse communities.

Shaun is a father, partner, musician, gardener, sometimes surfer and organisational leader. His professional passion is developing organisations into high performers in the delivery of social good and social change.



## **Iriaka Isaacs (nee Rauhihi), CultureSafe NZ**

Iriaka is a Senior Union Organiser with E Tū Inc the biggest private sector Union in NZ. Iriaka's primary focus is to work with E Tū towards improving the lives of workers, their families, and their communities. She is also the Education Training Manager for CultureSafe NZ Ltd, the only anti-workplace bullying champion organisation in NZ.

Iriaka's approach focusses on three key areas, inclusion, participation and the value of human connections, relationships. These core values have allowed her to be present in everything she does. She believes that the power of positive relationships and connections directs our energy into the things we value most, which is time, family and wellbeing.

NZ is the second highest in the world for workplace bullying which isn't something to be proud of. Iriaka believes we need to return back to fundamentals to address it, and that includes engaging the government, their departments and services that are key decision makers towards understanding and making necessary changes to help us address it.

She has a degree in psychology, a background in community, disability and youth initiatives as well as an advocate for social justice encouraging workers to understand their rights, knowing their worth and value so they too can participate in society as valued members of their own communities.

Iriaka is a mother of 53 whangai, and 7 children of her own. Her and her husband hail from Ngāti Māhanga and Ngāti Te Wehi, and are fortunate to have connections to Rongowhakaata, and Ngāti Kahungunu through the ties of their children.



## **Brad Clark, Former CEO, Starship Foundation**

Brad is the Managing Director of Affinity Group is a consultant and advisor to the private and social-profit sectors having held leadership roles in the private sector, and NZ's most well known and trusted charities, including most recently Chief Executive of the Starship Foundation. He has a diverse background in the private and public sectors, leading marketing, social, and commercially focused teams. Canadian by birth and a proud Kiwi for more than 25-yrs he has a passion to bring together business and the community to deliver transformational change for New Zealand.

Brad will explore the experience of men in the workplace, some of the unique experiences, challenges, and impacts to help us understand and address this important aspect of workplace bullying. He is loving dad to a 7-year old daughter and 5-yr old son, and is relentlessly positive about life and the opportunity we have, particularly at this time in history to create the best possible future for our children and young people.



## **Bernadette Soares, Managing Director, Brand Value Ltd**

Bernadette is the Founder and Director of Brand Value Ltd, an intellectual property and brand management company that has some of New Zealand's most well known and loved award winning Beauty Brands such as Natural Glow, Radiessence, Pharo and bodEze. Bernadette's story started off in NZ at the age of 21, as a new immigrant from Mumbai, India who had a budding career ahead of her with a Degree in Economics and Commerce. However Bernadette's corporate ambitions came to a grinding halt through workplace bullying.

She faced tremendous psychological and emotional stress as a result, and struggled to find her groove again in the corporate world. After a break completing a Masters in Business while at home with three young children she was determined that if the corporate world was not for her she would make her mark by setting up her own business with a mission to pursue excellence for the market. Her inspirational story of overcoming experience with bullying in her own unique way, makes her a strong proponent against workplace bullying in NZ.



## **Jaq James, Author**

Jaq has an honours degree in law, and masters degrees in public policy and education. She started her career in legal policy, working for the Australian Public Service in Canberra. In 2011, during her postgraduate studies, she uncovered a pernicious practice in Australian public service agencies of compelling internal whistleblowers and complainants to undergo psychiatric assessments.

She also identified other victimisation tactics used by public service agencies against whistleblowers and complainants. Her political lobbying influenced the South Australian Government to amend its public sector legislation to introduce safeguards against the abuse of compulsory medical referral powers; the Australian Federal Government to hold a parliamentary inquiry into the use of compulsory medical referral powers; a senate committee to pressure a federal department employing over 2,500 women to introduce sexual harassment policies and procedures, which the department previously did not have.

In 2017, Jaq exposed the misleading reporting in the Australian Broadcasting Corp and Fairfax Media's joint stories, *'Power and Influence: The Hard Edge of China's Soft Power'* and *'China's Operation Australia: The Party Line'*. In those stories an interview with the president of the Chinese Students' and Scholars' Assn was deceptively edited and misrepresented to falsely insinuate that the president was a spy in Australia for the Chinese Communist Party. Jaq assisted the president to lodge a legal action against the Australian Broadcasting Corp and Fairfax Media, which was settled out of court with a non-disclosure agreement.