



Strategies to dynamically combat workplace bullying in NZ

### Programme Day One

Item	Start time	Duration (mins)
Registration	7.30am	60
Mihi Whakatau and Welcome	8.30am	15
<b>Hon Andrew Little</b> <i>Minister of Justice, Courts, and Treaty of Waitangi Negotiations; Minister Responsible for the NZSIS, GCSB and Pike River Re-entry</i>	8.45am	30
<b>Olivia Wensley</b> <i>Legal Disruptor and #Metoo Advocate</i>	9.15am	30
<b>Bernadette Soares</b> <i>Managing Director, Brand Value Ltd</i> Bernadette will share her story about how being bullied and fired from her job at 23 did not end her corporate career but enabled her to become one of the elite line up of successful entrepreneurs who have used getting fired to elevate their careers into their own successful businesses.	9.45am	30
Morning Tea	10.15am	30
<b>Brad Clark</b> <i>Director of Transformation and Development, Auckland War Memorial Museum</i> Brad will explore the experience, challenges and impacts of men who are bullied in the workplace to help us understand and address this important aspect of workplace bullying.	10.45am	30
<b>Nicole Rosie</b> <i>Chief Executive, Worksafe New Zealand</i> Nicole will cover Worksafe's health and safety system targets and performance to date, where mental health, bullying and harassment fit in Worksafe's program as well as approaches to this and the challenges in managing it.	11.15am	30
Panel Q&A session with the mornings speakers	11.45am	30
Lunch	12.15pm	60
<b>Dr Gary Namie</b> <i>Founder &amp; Director, American Workplace Bullying Institute</i> Lessons from the United States: Dr Gary will review the 21-year history of the U.S. workplace bullying movement - evolving from support for targets through encountering employer resistance and legislative intransigence. And how, thanks to the MeToo movement, employers are starting to take notice.	1.15pm	75
Afternoon tea	2.30pm	25
<b>Rachel Mackintosh</b> <i>E tū National Director of Organising (&amp; Vice-President CTU)</i> Rachel will be presenting on the International Labour Organisation convention on Violence and Harassment in the world of work and the two-year debate on this subject.	3.00pm	30
<b>Dr Ursula Edgington &amp; Dr Luk Swiatek</b> In this interactive session, Drs Ursula Edgington and Luk Swiatek will lead everyone in a critical look at the limits of current scholarly knowledge about bullying in Aotearoa New Zealand. They will explain why it would very much pay to take a new approach to bullying research if we want our businesses, government bodies and not-for-profit organisations to become safer, healthier, and more wholesome work environments for all.	3.30pm	45
Panel Q&A session with the afternoons speakers	4.15pm	30
Summary and Delegate Discussion	4.45pm	45
Cocktail Function	5.30pm	
CultureShift 2018 Gala Dinner	7.00pm	



Strategies to dynamically combat workplace bullying in NZ

## Programme Day Two

Item	Start time	Duration (mins)
Registration	7.30am	60
<b>Scott Simpson</b> <i>Opposition Spokesperson for Workplace Relations and Safety</i>	8.30am	30
<b>Glenn Barclay</b> <i>National Secretary, NZ Public Service Association Te Pukenga Here Tikanga Mahi</i> Glenn will be looking at why bullying and other negative workplace behaviours are so prevalent in public sector organisations and what can be done to improve the situation. He will consider the impact of new public management on workplace culture and possible structural responses to that. He will also be looking at primary or preventative responses, secondary responses that address cases of bullying when they arise, and tertiary responses that look at repairing relationships.	9.00am	30
<b>Shaun Robinson</b> <i>CEO, Mental Health Foundation</i> Shaun will discuss the Pink Shirt Day movement in New Zealand, and how as a programme it is promoting behaviour and culture change in schools and workplaces. He will discuss resources the Mental Health Foundation have available to assist addressing bullying and how the clear solution to bullying long term is to create workplace cultures that are based in inclusion, civility, participation and the promotion of behaviours that support wellbeing.	9.30am	30
Morning Tea	10.00am	30
<b>Dr Joanna Bishop</b> <i>Researcher and Employment Advocate, CultureSafe NZ</i> Dr Joanna will be presenting about some of the common detrimental health impacts she and the rest of the CultureSafe NZ team have observed in victims of workplace bullying. With reference to New Zealand's poor mental health statistics, she will emphasise the urgency in addressing the culture of workplace bullying in New Zealand.	10.30am	45
<b>Dr Prue Fisher</b> <i>Clinical Psychologist</i> Female to female bullying intervention and prevention: Prue Fisher's presentation will briefly outline theories of power that provide insight into how female to female bullying has its roots within our cultural ideologies. Prue will provide an example of this form of bullying and the impact on individuals physical and mental well being, future employment and economic safety. She will end with discussing how we can promote inclusive respectful friendships among individuals with different needs and preferences from childhood onwards.	11.15am	45
Panel Q&A session with the mornings speakers	12.00pm	30
Lunch	12.30pm	60
<b>Iriaka Isaacs</b> <i>Training and Facilitator Manager, CultureSafe NZ</i> Iriaka will share real stories of real New Zealanders who have experienced workplace bullying and outcomes of training she delivers for CultureSafe.	1.30pm	30
<b>Jaq James</b> <i>Author</i> Dealing with bullying in the Public Service: Jaq will be canvassing the problems of workplace bullying and victimisation that are particular to public service agencies, namely, bullying and victimisation carried out under the cover of official procedures and protocols. Jaq will then discuss some legal, policy, administrative and cultural reform solutions.	2.00pm	45
Afternoon tea	2.45pm	30
<b>Marni Stevenson</b> <i>Researcher, Writer, Consultant: Building Positive Workplaces</i> Duty of Care -Leader's Legal and Ethical Responsibility to reduce Psychosocial Risk in NZ Workplaces: Marni invites you to walk her journey with her (a little) and to begin to explore the insidious and malignant impact of workplace bullying and sexual harassment or assault in workplaces. Marni will explore the legislative and ethical role and responsibilities of PCBU's as part of a 'duty of care' provision and ask us to consider the impact, consequences and extent of 'secondary trauma' we can inflict upon victims. Marni will take a solutionist approach in exploring where public policy, organisational policy and leadership accountability needs to be heading to reduce this national blight and ensure all New Zealanders can remain safe, well, respected and flourishing in workplaces.	3.15pm	45
Panel Q&A session with the afternoons speakers	4.00pm	15
Summary, Delegate Discussion and Next Steps	4.15pm	45
Conference close	5.00pm	