

AN INTRODUCTION TO THE MIRROR METHOD FOR LEADERS



The Fundamental Framework for Leading with Respect

With real life examples and experience from Marli's third-party investigative and arbitration practice, this workshop will give workplace leaders the knowledge, tools and confidence to effectively diagnose and address any workplace dysfunction getting in the way of their success.



Duration

Full Day
(or two mandatory
Half Days)



Delivery

In-Person



Audience

Organizational
Leaders



Participants

Upto 30

DESCRIPTION

A respectful workplace is no longer a “best practice.” It is mandatory. No exceptions or excuses. Many governing bodies, including Safety, Human Rights and Employment Equity Tribunals require employers to do what is necessary to establish a workplace free from discrimination, bullying and harassment.

Workplace leaders at all levels (from front-line supervisors to senior executive teams) are responsible for ensuring that they – and their staff – engage in appropriate workplace behaviour. Failure to do so will cause higher staff turnover, increased sick-leave claims and litigation in many different venues. Organizational costs will increase as well.

More importantly, fostering a positive workplace environment makes good business sense. A positive workplace, one characterized by mutual respect and transparency, supports employee engagement and motivates everyone to do their very best. No one “walks on eggshells” or operates on auto-pilot. They show up because they want to.

With real life examples and experience from Marli’s third-party investigative and arbitration practice, this workshop will provide workplace leaders with practical and necessary steps to take to understand and effectively diagnose and address workplace dysfunction before it becomes harassment and bullying.

Marli will introduce participants to her MIRROR Method, an easily accessible framework that is used to properly detect, diagnose and address any issues.

TOPICS INCLUDED

- The three critical responsibilities of leaders: modeling expectations, monitoring for team dysfunction and mitigating risk to the overall organization
- The foundation for leading a respectful team: civility, communication and consequences
- The six types of workplace dysfunction causing your best people to leave
- The five most disruptive personalities on your team and what to do about them
- Understanding your duty to inquire into workplace conflict and figuring out next steps
- Why accountability and support are critical in resolving conflict and affecting change
- Learning the distinction between necessary performance management and workplace harassment

SUPPLEMENTAL TRAINING RESOURCES

- The MIRROR Method book
- The MIRROR Method workbook

ACCREDITATION

- Certificate of Achievement

