



# CHOOSING RESPECT

## WHY IS THIS CRITICAL?

Choosing Respect in the Workplace™ is applicable and meaningful to multiple levels within the organization. The program provides a safe space for exploring and discussing the important topic of respect in the workplace and marketplace.

- Research continues to support how respect – or the lack of it – impacts performance and organizational success.
- Respectful behaviors build inclusive, productive environments where everyone feels valued, appreciated and included.

## WHAT IS IT?

- Flexible, highly interactive, experiential facilitator-led learning experience.
- Provides tactical, practical, job-relevant tools and techniques.
- Facilitated classroom (standard 3-hour program) and virtual (standard 2-hour program) delivery options with flexibility based on client needs/environment.

## HOW IT WORKS

The learning experience can be tailored to the specific needs of executive teams, HR professionals, individual contributors, project teams and others across functions and levels. Facilitators ensure that this fast-paced, interactive experience is conducted in an environment that is safe and respectful by establishing affiliation between participants and creating an open and trusting learning space.

Learning modules:

- **Respect Builders and Busters:** Observations and Behaviors
- **The Price of Incivility:** Realities of Respect
- **Roles in Respect:** Individual Ownership
- **Initiators, Bystanders and Upstanders:** Options for Action
- **Respect in Action:** Scenarios from the Workplace

## OUTCOMES

- Understand how respectful behavior relates to performance and success.
- Define “respect” in the workplace – what it looks like and behaviors associated with demonstrating respect.
- Explore how diversity and inclusion have emerged as critical business priorities.
- Examine the roles of individuals in promoting a respectful workplace environment.
- Practice applying strategies and tools that reflect organizational values and result in positive interactions and outcomes.



Every human being, of whatever origin, of whatever station, deserves respect. We must each respect others even as we respect ourselves.”

– Ralph Waldo Emerson

The goal is to be an Upstander – to find ways to be the person who not only doesn’t treat others in uncivil ways – but also stands up when you see it happening to someone else.

Each of us has a role in creating and maintaining a respectful workplace – a space where we and our colleagues feel safe, comfortable and can fully contribute.

