

TWO-DAY WORKSHOP BROCHURE

WORKPLACE RESPECT & DIGNITY

Addressing GBV, Bullying & Harassment

Creating workplaces where every employee feels respected, valued, and safe is no longer simply a compliance requirement – it is a strategic leadership imperative. Organisations that foster dignity, inclusion, and psychological safety consistently experience higher levels of employee engagement, collaboration, innovation, and sustainable performance. Conversely, environments characterised by bullying, harassment, discrimination, and abuse of power erode trust, damage organisational culture, and significantly undermine employee wellbeing and productivity.

This two-day workshop has been designed to equip leaders, HR professionals, line managers, and employee representatives with the knowledge, practical tools, and leadership capabilities required to build cultures founded on respect and dignity. Drawing from the keynote programmes on **Examining Gender-Based Violence (GBV) in the Workplace** and **Self-Care, Resilience and Support in the Workplace**, the programme moves beyond policy compliance to examine the deeper organisational, cultural and behavioural factors that shape workplace experiences. Through facilitated discussions, practical exercises, case studies, and action planning, participants will develop meaningful strategies for creating workplaces where people and performance flourish together.

CONTEXT

BACKGROUND

Addressing these issues requires more than policies — it requires intentional leadership and deliberate culture transformation.

Despite growing awareness and stronger legislative frameworks, workplace bullying, harassment, discrimination and gender-based violence continue to affect organisations across every sector. Many incidents remain unreported because employees fear retaliation, stigma, career consequences or simply lack confidence in organisational reporting mechanisms. These challenges are rarely isolated events; they are often symptoms of deeper organisational issues such as unhealthy power dynamics, ineffective leadership, cultural silence and systemic inequality. Addressing these issues therefore requires more than policies — it requires intentional leadership and deliberate culture transformation.

This programme explores the underlying drivers of workplace disrespect by examining power dynamics, gender inequality, intersectionality, organisational culture, psychological safety and leadership accountability. It also focuses on the critical role of resilience, self-care and trauma-informed support in creating healthier workplaces where employees can thrive. By the end of the programme, participants will leave with practical frameworks, leadership tools and actionable strategies to strengthen trust, improve employee wellbeing, foster accountability and build respectful workplace cultures that enable sustainable organisational performance.

Power dynamics | Gender inequality | Intersectionality | Organisational culture | Psychological safety | Leadership accountability | Trauma-informed support

WHAT YOU WILL GAIN

WORKSHOP OBJECTIVES

01 Understand workplace respect, dignity, GBV, bullying and harassment.

02 Identify root causes including power, culture and inequality.

03 Strengthen leadership capability to prevent and respond to misconduct.

04 Develop trauma-informed support approaches.

05 Build resilience, wellbeing and practical organisational action plans.

WHO SHOULD ATTEND

INTENDED AUDIENCE

- Executives
- Board Members
- HR Professionals
- Line Managers
- Employee Relations
- Union Representatives
- Transformation & Wellness Teams
- Health & Safety Practitioners

DAY ONE

DETAILED PROGRAMME

THEME: EXAMINING GBV, WORKPLACE RESPECT & DIGNITY

TIME	TOPIC	DESCRIPTION	FACILITATOR
08:30 – 09:00	**Welcome**	Programme overview and expectations	Sthembiso Phakathi
09:00 – 10:15	**Defining the Terrain**	GBV, bullying, harassment, abuse of authority and psychological safety	Sthembiso Phakathi
10:15 – 10:30	**TEA BREAK**		
10:30 – 11:30	**Root Causes**	Power dynamics, gender inequality and organisational culture	Sthembiso Phakathi
11:30 – 12:30	**Intersectionality**	Understanding different lived experiences	Sthembiso Phakathi
12:30 – 13:30	**LUNCH BREAK**		
13:30 – 14:45	**Recognising Harm**	Warning signs, reporting barriers and case studies	Zoleka Ntshoza
14:45 – 15:00	**TEA BREAK**		
15:00 – 16:15	**Leadership**	Accountability, respectful leadership and culture change	Zoleka Ntshoza
16:15 – 16:45	**Reflection**	Q&A and close	Zoleka Ntshoza

DAY TWO

DETAILED PROGRAMME

THEME: SELF-CARE, RESILIENCE & SUSTAINABLE WELLBEING

TIME	TOPIC	DESCRIPTION	FACILITATOR
08:30 – 09:00	**Recap**	Reflection from Day 1	Kathleen Vundla
09:00 – 10:15	**Resilience**	Healthy resilience and self-care	Kathleen Vundla
10:15 – 10:30	**TEA BREAK**		
10:30 – 11:30	**Stress & Trauma**	Recognising overload and burnout	Kathleen Vundla
11:30 – 12:30	**Supporting Survivors**	Trauma-informed approaches	Kathleen Vundla
12:30 – 13:30	**LUNCH BREAK**		
13:30 – 14:30	**Reporting**	Removing barriers and strengthening trust	Avhatakali Nenugwi
14:30 – 15:15	**Accountability**	Individual and organisational responsibility	Avhatakali Nenugwi
15:15 – 15:30	**TEA BREAK**		
15:30 – 16:15	**Action Planning**	Building respectful workplace cultures	Avhatakali Nenugwi
16:15 – 16:30	**Close**	Commitments and evaluations	Avhatakali Nenugwi

INVESTMENT

DATES, FEES & VENUES

DURBAN

Hilton Garden Inn, Umhlanga

See available dates on the registration calendar

PER DELEGATE

R5,999.00

JOHANNESBURG

The NH Hotel Sandton

See available dates on the registration calendar

PER DELEGATE

R5,999.00

ONLINE

Live Stream – Zoom

See available dates on the registration calendar

PER DELEGATE

R3,999.00

10% **discount for a group of 3 or more**

All programmes are two days. Dates or venues may be adjusted where unforeseen circumstances require a change.

REGISTER NOW