

CORP CATCH UP

OCTOBER 2015

october BUSINESS month



Join us for our **FREE** Breakfast event in Darwin and Alice Springs:

This year EASA/CORP is presenting a Free Breakfast Seminar on Cyber bullying in the Workplace.

Details:

Date – Wednesday 21st October 2015

Venue – SkyCity Casino Grand Ballroom in Darwin and Doubletree at the Hilton Alice Springs

Registration – 6:45 am sharp


Buffet Breakfast – 7 am until 7:30 am

Presentation by Henry Kwiatkowski (Darwin) Amanda Marston (Alice Springs) – 7:30 am until 8:30 am

Question time – 8:30 am until 9 am

Please send RSVP's to corp@corp.org.au or easaalicesprings@easa.org.au



How would you  Like it?

In this edition:

October Business Month event–
Cyber Bullying in the workplace

Appropriate Workplace Behaviours
– Creating a Safe workplace for all

Public Workshops in Darwin, Alice
and Katherine

Workplace Cyber Bullying

The misuse of social media, such as Facebook and Twitter, can have negative effects on employee and employer privacy.

Recent research surveys have found that 10% of employees have come across secret discussions about them by work colleagues online. The same numbers of employees have discovered embarrassing pictures from work events, such as Christmas parties, uploaded onto social media websites.

Up to one in ten employees have even found themselves the subject of unwanted romantic advances from work colleagues through online media.

Workplace cyber bullying is as prevalent as other forms of workplace bullying, with the added benefit to the bully of avoiding face-to-face conversations, which could lead to direct conflict.

As the use of social media increases, the privacy many workers value is diminishing through employee misuse and cyber-bullying.

Studies highlight the need for a combination of greater education around social media alongside increased attention and care by both employees and employers to their social media use.

Key research findings include:

- 90 per cent of respondents believed that sending unpleasant or defamatory remarks to or about a colleague using digital communications constituted cyber-bullying. Other forms of cyber-bullying included posting negative comments on a social media site about a colleague's appearance at a work event (90 per cent) and criticising a colleague behind their back through email, instant messaging, social media or SMS (80 per cent)
- Almost one in 10 people had experienced a manager using information from a social media site against them or a colleague
- A fifth of respondents were not protected from cyber-bullying because workplaces did not cover it within existing policies
- Half of those surveyed believed their company was responsible for the online behaviour of employees during work hours if they were using their personal social media accounts

***Research carried out by the internet security company AVG Technologies in January 2013, and involved 4000 adults from 10 countries*





Offensive e-mails

Sending offensive e-mails to a colleague, even if it's supposed to be a joke, in which a person might be offended by the content of the message or any photographs which are attached to it.

E-mail threats

This can also include relatively inoffensive messages in terms of content but the implied meaning behind the message can constitute a form of bullying. An example of this might be where a superior is bombarding you with far more work than you can handle whilst other members of the team are not being treated in the same way.

Posting blogs and comments

Quite often a person may not experience any direct form of cyber bullying but instead the bullies are leaving nasty or offensive comments about them on blogs and social networking sites which can often be viewed by others.

Cyber harassment

An employee may experience an admirer at work who would like to establish a closer friendship or relationship with them. The admirer sometimes uses e-mail to 'test the waters' first as the fear of rejection is often far less if an approach is made that way. However, people have been prosecuted for harassment where persistent e-mails follow, especially if they have been rejected. This has even led to cases of stalking outside work.

Sharing private data online

Cyber bullying can take on a much more sinister meaning when people post up personal details about you which are available to the general public and which you wouldn't normally want to share with complete strangers. This can include home addresses and phone numbers, and personal pictures that can be downloaded from social media.

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<http://smartmove.safetyline.wa.gov.au/mod/page/view.php?id=317>

Appropriate Workplace Behaviours Training

Appropriate Workplace Behaviours Training is one of CORP's most popular and successful courses. CORP currently provide this program for a large amount of Organisations including many Government departments, Child Care centres and Drug & Alcohol facilities. CORP is proud of delivering over 300 AWB programs in the NT, the feedback we are glad to say is excellent.

What Staff are saying about this training:

"I found this training to be very helpful and positive."

"If only I'd had this training six years ago."

"Worthwhile and beneficial, presented by a great trainer."

"An extremely valuable course, my whole department should be made to do it."

"This course really surprised me, I learnt so much."

"If you always do what you've always done, then you'll always get what you've always got."



What Managers are saying:

"This training gave me the skills to confidently implement my new knowledge in the workplace."

"I learnt how to introduce a conversation about an area of concern with a staff member."

"If you always do what you've always done, then you'll always get what you've always got."

Though this workshop has been designed for both Government and non Government Organisations its real aim is engaging individuals in the commitment to create a respectful work environment. The training is offered separately to both Managers and Staff to enable these groups of workers to take personal responsibility and have a clear understanding of what they can do and see or hear about these behaviours but above all be reflective of their own contribution. This training uses real life scenarios, current legislation including OH&S legislation, in which Managers are individually responsible for mental and physical health in the workplace and the Fair Work Act. It can form one important part of an organisations response to their obligations to provide a safe workplace.

Public Workshop Calendar Darwin and Alice Springs July—December 2015



Date	Workshop	Duration
Wed 19 th Aug	Get to the Point – Communication for Managers	Full Day
Weds 26 th Aug	Family and Domestic Violence	One Day
Wed 2 nd Sept	Emotional Intelligence –Part 1	Half Day
Weds 9 th Sept	The Neuroscience of Leadership <i>CORP Talk!</i>	One Hour
Wed 23 rd Sept	Mindfulness and Managing Stress 1 Day Retreat – Rydges	Full Day
Wed 30 th Sept	Mediation and Facilitation Skills for Management	Full Day
Wed 7 th Oct	Discover 7 strategies for Pain free Change- <i>CORP Talk!</i>	One Hour
Thurs 8 th Oct	Alcohol Withdrawal and Brief Intervention – Darwin only	Full Day
Fri 16 th Oct	Difference and Diversity- working in a mixed team effectively	Half Day
Wed 21 st Oct	Appropriate Workplace Behaviours- Creating a Safe Work- place for all.	Half Day
Thur 29 th	Busting Stress through Mindfulness– <i>CORP Talk!</i>	One Hour
Wed 4 th Nov	Emotional Intelligence –Part 2	Half Day
Thur 12 th Nov	Critical Incident and Trauma Response for Managers	Half Day
Weds 18 th & Thurs 19 th Nov	Mental Health First Aid - Darwin only	2 days (\$552)
Thur 19 th	Growing from Conflict- It's not all about you! - <i>CORP Talk!</i>	One Hour
Wed 25 th Nov	The Neuroscience of Leadership	Half Day
Tues 1 st Dec	Let's get you meditating –Quick tips for longer life, less stress and greater happiness - <i>CORP Talk!</i>	One Hour
Wed 2 nd Dec	Getting your Message Across: Key Communication Skills	Full Day
Tues 15 th Dec	Customer Service –The Competitive Edge	Half Day

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Full Day Workshops
8:30am – 4:00pm
(1 day) Lunch provided
\$265

Half Day Workshops
8:30am – 12:00pm
\$140

CORP Talks !
\$39 –Darwin
\$45–Alice Springs

Locations:

Level 2 Highway Ar-
cade, 47 Stuart High-
way, Stuart Park

Jock Nelson Build-
ing
10/16 Hartley Street
Alice Springs—
numbers dependant

Public Workshop Calendar

Katherine Jan –Nov 2015



Date	Workshop	Duration
Thurs 26 th Feb	Resilience and The Art of Bouncing Back	Half Day
Weds 11 th March	The Neuroscience of Leadership. CORP Talk Free	One Hour
Thurs 26 th March	Getting your Message Across: Key Communication Skills	Full Day
Weds 29 th April	Dealing with Dysfunctional People in the Workplace	Half Day
Thurs 28 th May	Mindfulness and Managing Stress	Half Day
Weds 24 th June	Appropriate Workplace Behaviours (Staff)	Half Day
Thurs 30 th July	Work Life Balance	Full Day
Thurs 27 th August	Customer Service	Half Day
Tues 29 th Sept	Mediation and Conflict Skills for Managers	Full Day
Thurs 29 th Oct	Critical Incident and Trauma Response for Managers	Half Day
Weds 25 th Nov	Mindfulness and Managing Stress	Half Day

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Full Day Workshops

8:30am – 4:00pm

\$285 (1 day) Lunch provided

Half Day Workshops

8:30am – 12:00pm

\$175

Location: Katherine Regional Training Centre,
19 Second Street,
Katherine

All Public Workshops require a minimum of 6 participants in order to be confirmed. CORP has a 72 hour cancellation policy. Please contact us as soon as possible if you are unable to attend a workshop you are enrolled in, or charges may apply.

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