

NEWSLETTER OF THE IAWBH

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Editor: Annie Hogh

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Welcome to the December newsletter

Dear IAWBH Member

Season's greetings to everyone, and welcome to this newsletter. You will see that the IAWBH conference next June is starting to dominate our newsletter, and it is time to start getting in your abstracts to us. If you have had the idea for what you might like to present next year at the Copenhagen conference, then now is the time to get writing! You will see various references to the conference through the Newsletter, but let me remind you that in addition to the regular paper and poster sessions, there will be the Doctoral Colloquium for those studying at doctorate level the day before the main conference.

Special Interest Groups (SIGs) allow you to meet people from your own specialism or area of research/practice. Many of our SIGs are also meeting before the main conference to have 'quality time' and address key topics of interest in their respective fields. Hence do keep your eyes open for those events too.

Our host University is in central Copenhagen, so unlike last time there is no 'conference hotel'. Instead we encourage you to choose a hotel within your budget from the range available - and most will be walk-able to the University campus.

We had a long discussion at the last Board Meeting as to whether we should include the dinner as part of the conference fee. Although there were pro's and con's, we agreed that networking was fundamental to our Aims, and hence we have continued to include the dinner as part of the fee. It has been a real highlight of our conferences, and is one of the very few opportunities we are together and able to talk together about exactly what we wish. Hence we have asked the organisers to include the dinner as part of the overall fee.

Warm wishes to everyone!
Charlotte
Charlotte Rayner, President

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Events

The 8th International Conference on Workplace Bullying and Harassment Copenhagen June 13 – 15 2012.

Please remember that deadline for abstract submission is January 12th 2012.

Please also note that we have two pre-conference meeting – one whole day seminar for PhD students and meetings for the different SIG groups – see below for more information.

The registration system will be up and running just after New Year.

You can find more information about the whole conference on the website:

<http://bullying2012.com>

*Annie Hogh
Conference organiser*

The day before the IAWBH conference...

Workshop for PhD students

This year's Doctoral Workshop will take place the day before the main IAWBH conference at the University of Copenhagen. A finalised programme will be posted on the IAWBH website in January. Like the previous workshop in Cardiff 2010, the workshop will be divided into two parts, with seminars in the morning and 'surgeries' facilitated by experienced PhD supervisors within the bullying field in the afternoon. The surgeries, which will be organised around topics or subject areas, will provide students with the opportunity to discuss issues relevant to progression of their study. The morning will start with a seminar with Professor Stale Einarsen on conceptual issues in bullying research, followed by two parallel seminars on methods: one on quantitative methods with Dr Guy Notelaers and a seminar on qualitative methods with Professor Ernesto Norhona and Dr Sue Harrington. The workshop is only open to registered PhD students and is free of charge. Registration for the workshop will take place in connection with registration for the IAWBH conference.

Any queries about the workshop can be sent Dr Helge Hoel (helge.hoel@mbs.ac.uk).

SIG-group meetings

On the day before the IAWBH conference we have meetings for different Special Interest Groups: '*Organizational Practitioners*', '*Therapeutic Practitioners*', '*Dynamics of formal knowledge, power and professions*', '*Bystanders*' and '*Organizational Influences*', '*Trade Unions*', '*Risk Management*'

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and 'Legal Issues' will meet to discuss relevant developments in their field. On the conference website www.bullying2012.com you will find information about the plans they have with their meeting. Please contact the (co-)convenors if you have topics you would like to discuss with your international colleagues.

Organisational Practitioners SIG

13.30-17.30 h. max. 35 members

As co-convenor of the Organisational Practitioners Group (acting on Catherine Mattice's behalf, as she will not be able to join us), I would like to invite all members of the Organisational Practitioners Special Interest Group to come together in Copenhagen to discuss the following questions.

1. What approaches are we exploring and developing as organisational practitioners?
2. What types of research do we believe could support organisational practitioners and their client organisations in their efforts to end workplace bullying?
3. How can we contribute to each other's learning as the field evolves?

Catherine and I invite all of you to submit any further suggestions for topics prior to our meeting. These four hours afford us the opportunity to discuss these questions that are critically important to the evolution of effective organizational practices to address workplace bullying.

Best wishes,

Laura Crawshaw (crawshaw@bosswhispering.com)

Therapeutical Practitioners SIG

13.30-17.30 h. max. 16 members

We are planning for an IAWBH preconference meeting. At this point we would be interested to have your response on what sort of topics you would like to have for this TP-SIG. Also, if there is a topic you would like to present we would need to know that before January 15th. We are planning for 15 minutes presentations and 30 minutes round table discussion, sharing our experiences as therapeutic practitioners. It would also be nice to simply let us know if you plan to attend this TP-SIG meeting.

Please respond to nils.mageroy@uni.no

Kind regards

Nils Magerøy (TP-SIG convenor)

Dynamics of Formal Power SIG

15.30-17.30 h: max. 16 members

As many of you know, we will be holding a IAWBH preconference meeting for the Dynamics of Formal Power. Although many of us are already familiar with the power of the professions and how this power is used to engage in workplace bullying, many of us may be wondering what can be done to mitigate the impact of formal power in the workplace based on the status and know-

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ledge possessed with a person's profession. Emotional intelligence is an area that I would like to explore further; both in the area of responding in an emotionally intelligent manner as target and in the cultivation of emotionally intelligent leadership skills as perpetrator. I am interested in hearing from you and would like to gather a list of ideas you have in the area of mitigating the dynamics of formal power.

Please respond to cmarcello@sullivan.suny.edu with suggestions for discussion topics of interest.

Best regards

Dr. Cynthia V. Marcello (Dynamics of Formal Power SIG convenor)

Organizational Influences on Bullying and the Role of Bystanders: Practical Issues in Conducting Research

15.30-17.30 h. max. 16 members

The idea that organization-level factors contribute to bullying is not new, yet these are often difficult to study. This workshop addresses some of the challenges in conducting research on the role of organizations and bystanders in workplace bullying. The objectives of the workshop are to exchange knowledge, ideas and opinions about the challenges involved and how to overcome them, share our research interests, and encourage new research collaborations among us!

We are delighted that our own board member and experienced researcher, Prof. Premilla D'Cruz, has kindly agreed to participate in this workshop and share with us some of her insights and tips about conducting research in this area. Looking forward to seeing you!

Thanks,

Roelie (roeliemulder@kpnplanet.nl) & Sabrina (sdeutsch@yorku.ca)

Trade Unions SIG

15.30-17.30 h. max. 16 members

"Workplace bullying remains one of the most significant issues and concerns raised by union members and workplace representatives. Trade Unions across the world have a wealth of experience in dealing with such issues but as of yet there seems to be little or no co-ordination in sharing such experiences and the lessons that can be learnt for the benefit of union members. The SIG meeting will focus on how to best develop a strategy for co-ordinating such a vast and extensive breadth of experience and knowledge. For more information or to table any other agenda items then please email:

Fergus.Roseburgh@childrenssociety.org.uk"

Kind regards

Fergus Roseburgh

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Other Special Interest Groups (SIG)

Also the Risk Management

SIG (convenor is Carlo Caponecchia: carloc@unsw.edu.au) and Legal Issues SIG (convenor is: Katherine Lippel: klippel@uottawa.ca) will probably organize a meeting on the 12th of June 2012. If you have any issues you would like to discuss with your international colleagues, please send the convenors of the SIG an e-mail.

Best wishes,

Gary Namie and Adrienne Hubert

Board members, responsible for the SIGs; Board_SIGs_Coordinator@iawbh.org

First Call

Venue for the IAWBH's Conference in 2014 – Applications invited

Deadlines:

Deadline for expressing interest in hosting the conference: 31 December 2011

Final deadline for applications: 1 March 2012.

Helge Hoel, IAWBH Responsible for Conferences and Events

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News on the website

News

International Association on Conflict Management

Call for submissions – deadline February 1st (<http://www.bus.umich.edu/Conferences/IACM-2012>)

You may inform us if you have relevant news for the website. This may include:

- international conferences on workplace bullying,
- special issues on workplace bullying and harassment,
- research breakthroughs
- international cooperation and funding,
- and any news that is relevant to a great deal of our members.

If you want to make announcements to just a small part of our members, please use the forums of the Special Interest Groups (SIGs). The News page shouldn't become a place for the promotion of local workshops or other kind of advertisements. It is for the Board to decide whether a news item will be placed at the 'News' page or at another place at our website.

Please send news items to:

*Adrienne Hubert, boardmember (a.hubert@hubertconsult.nl) or
Annie Høgh, boardmember (annie.hogh@psy.ku.dk)*

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New IAWBH members

The board would like to welcome the following new members to IAWBH:

- Pamela Atkinson, WorkCover Tasmania, Australia
- Ann Barr, Catholic Education Services Diocese of Cairns, Australia
- David Beale, University of Manchester, United Kingdom
- Peggy Berry, University of Cincinnati, United States
- Dr. Katrina Burrus, ICF Master Certified Coach, MKB Conseil & Coaching, Switzerland
- Anny Haldrup, Specular, Denmark
- Grainne Kelly, Calasactius College, Republic of Ireland
- Sharon Liu, Pepperdine University, USA
- Dagmar Møller Kristensen, Specular, Denmark
- Aryanne Oade, Oade Associates, United Kingdom
- Francisco Jesús Palomino Ortega, Tecnológico de Monterrey, Mexico
- Patricia Porter, Conflict Connections, Inc., USA
- Hanne Thorup, Specular, Denmark
- Brigitta von Krosigk, Adler School of Professional Psychology, Canada

New members: Please don't forget to subscribe to forums of your interest at our website. Just go to your Special Interest Group, click on the word '[forum](#)' and then click the button [[subscribe to forum](#)]. If you need any help, please let us know.

Gary Namie and Adrienne Hubert

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Members' corner

Here members have an opportunity to include in the newsletter pieces of interest for members of the IAWBH. For instance abstracts from peer reviewed articles and books; information about journal special issues and conference calls.

If you have published an article you are welcome to write a short summary for the Newsletter or – if you can get permission from the journal - we can also include the abstract of the article.

On the website you can join the discussion forum for the Sigs. We encourage you to use these sites and please visit our website on www.iawbh.org/

Annie Hogh, editor

Bullying / mobbing and the law

Patricia Barnes, an American attorney and the creator of the legal blog, *When the Abuser Goes to Work*, (<http://abusergoestowork.com>), requests information regarding legislation and/or regulations passed by countries which address workplace bullying or mobbing. Specifically, Ms. Barnes requests the citation to and/or the text of the specific bill or regulation that addresses workplace bullying/mobbing. Her email address is barnespatg@gmail.com.

CALL FOR PAPERS

NEGOTIATION AND CONFLICT MANAGEMENT RESEARCH SPECIAL ISSUE

Counterproductive Work Behavior and Conflict

DEADLINE FOR SUBMISSIONS: April 1, 2012

Guest Editor Jana L. Raver, Queen's School of Business, Queen's University

Recent scholarship on counterproductive work behavior and related constructs (e.g., deviance, bullying, harassment, aggression, social undermining, incivility, abusive behavior, mobbing, mistreatment, revenge) has advanced the understanding the individual and situational factors that drive employees to engage in harmful actions at work, and illuminated the effects of such behavior on individual, group, and organizational outcomes. However, despite the many parallels between counterproductive work behavior and conflict processes, there has been surprisingly minimal integration between these areas, both in the scholarly literature and in practice. This state of affairs has prompted scholars to call for increased theory and research that integrates insights from conflict and negotiation research into the study of counterproductive work behavior. Accordingly, the goal of this special issue is to provide an outlet for research and theory that have investigated counterproductive work behavior with a conflict lens. The following is a sample of the types of

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questions that we envision being represented within this special issue:

- To what extent are established negotiation, conflict resolution, and/or mediation techniques proving to be effective for intervening in situations of counterproductive exchanges between employees?
- What are the interpersonal and cognitive dynamics that transpire when conflict between coworkers is perceived as bullying or abuse by at least one of the parties? What is the role of power differentials and how do the parties acquire power? What are the contingencies during escalation that may represent leverage points for intervention?
- In what ways do employees' conflict frames (e.g., relationship vs. task; emotional vs. intellectual; cooperate vs. win) influence employees' reactions to injustices and subsequent use of counterproductive actions, both against other employees and against the organization?
- To what extent does counterproductive work behavior (interpersonally- and organizationally directed) from one member of a work group stimulate group conflict and/or retaliation from coworkers? Does this "bad apple" provoke the emergence of group-wide task conflict, relationship conflict, and/or process conflict?
- With the increased organizational recognition and legislation for workplace bullying and harassment in many nations over the past decade, to what extent are employees now reframing their interpersonal conflicts as instances of bullying/harassment? What are the personal, group, organizational, and societal implications of this shift?

The preceding list of questions represents only a sample of the ways in which scholars might investigate counterproductive work behaviors through a conflict lens. We envision many directions that such research might take, and encourage submissions that pursue novel avenues.

Provisional time frame:

April 1, 2012 Paper submission deadline

June 1, 2012 Feedback from reviewers/editor

October 1, 2012 Acceptance decisions

For further information, please contact:

Jana Raver jraver@business.queensu.ca

Submission Instructions:

Please submit manuscripts online at <http://mc.manuscriptcentral.com/ncmr> by April 1, 2012. When submitting, please be sure to click on the "special issue" submission link.

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Book Summary

Managing Workplace Bullying: How to Identify, Respond to and Manage Bullying Behaviour in the Workplace by Aryanne Oade

Managing Workplace Bullying is a practical, insightful book which is both therapeutic and pragmatic in its aims. *Managing Workplace Bullying* encourages readers who are affected by workplace bullying to step back from their experiences and review the impact which bullying behaviour is having on them. It examines the nature of the bullying dynamic at the heart of a workplace bullying relationship, and describes how best to handle that dynamic in a self-preserving and self-protective way. The book is a toolkit for people affected by bullying behaviour, and is experiential in content rather than research based. It represents the author's views on how best to identify, respond to and manage bullying behaviour in the workplace.

The book is full of longer case studies and shorter examples which illustrate its themes. It starts by describing what does constitute workplace bullying and what does not. Then it illustrates a series of effective strategies for responding to bullying behaviour, in the moment of an attack, so that the bully gets the message that it will not be straightforward for them to pursue their campaign. The book also outlines what signals to look out for as a bully commences a campaign of bullying, and explores the patterns of behaviour which form the bullying dynamic which bullies want to become an established way of interacting with the colleagues they target. The book includes an effective method by which managers can confront bullying team members, and provides suggestions for how family members and friends might best provide support to loved ones who are struggling to function normally due to the pressure they are under from their bullying experiences.

So that the material can reach as wide an audience as possible Aryanne has written two free downloadable manifestos containing the main themes from *Managing Workplace Bullying*, and from her related book *Working in Adversarial Relationships: Operating Effectively in Relationships Characterised by Little Trust or Support*. You can read and download both of the manifestos here: <http://changethis.com/manifesto/search?search=aryanne+oade>

Please pass on this link to anyone whom you think would like to read the manifestos.

Personal Biography

Aryanne Oade is a chartered psychologist, executive coach, interactive presenter and author. She combines business psychology and professional acting in her work. She has worked with issues around bullying behaviour in the workplace since 1994 (www.oadeassociates.com).

Other titles in the series include *Managing Politics at Work*, *Building Influence in the Workplace* and *Managing Challenging Clients*.