

## From the President

Dear members

Welcome to our June 2021 newsletter. It gives me great pleasure to write here about the roaring success of our 2021 virtual conference! We had over 200 attendees across the three days, participating in 2 parallel streams, in time blocks to accommodate our global membership.

It was a huge effort to bring this event together – Alison and the team from University of Wollongong in Dubai essentially organised not one but two conferences, in response to the COVID-19 disruptions that we continue to experience.

I was privileged to see the event through its development, from a face to face event, to a postponed event, to a virtual event, and to see it change in response to the opportunities presented. While it was disappointing to have to go virtual, the local organising committee are to be congratulated for focusing on the positive developments that this format could bring our organisation. In addition to making the conference more accessible for more people around the world, the ease of contacting colleagues via the conference platform removed barriers that sometimes exist between people more and less familiar with our field and our association.

While I reflected on the conference at our closing ceremony I thought I'd summarise a few points here. You can read some reflections from other attendees in this newsletter. The key themes included work on bystanders, interventions, cross cultural perspectives, collaboration between members with different roles, and a return to important conceptual development.

For me, the 6 global panels - where experts from various parts of the world discussed the situation in their region in relation to bullying and harassment - were among the highlights of the event. This was an innovation that I expect we will carry forward to future meetings. Some of the symposia I was able to attend were excellent, as were the workshops.

The feedback from attendees has been very positive, in relation to the conference format and organisation, but also in relation to the high quality of the sessions. Members did miss the face to face interaction though. Our conferences are known for building and feeding great friendships, and I know we all look forward to meeting in person again. We hope to do that in 2022 in San Diego!



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A big thank you to everyone who participated, and made the conference such a rich environment. Special thanks to the organising committee – Alison Thirlwall, Alastair Watson and Mahshid Baghestani , and staff at UOWD including Jynor Kahn and Lakshmi Anand

A big thankyou to our keynotes Premilla D’Cruz and Catherine Mattice, our social media champion Frances McGregor, the symposium chairs, chairs of our global panels, and the scientific review panel.

There’s never been a better time to be an active member of IAWBH. We have a string of events coming up, facilitated by our new online capabilities, and riding the wave of enthusiasm and energy that is so common to our conferences. I look forward to engaging with you all at these upcoming events.

Best regards

Carlo



## IAWBH 2020 in 2021

### Reflections from the Conference Chair

On being awarded the opportunity to host the 2020 conference, it was impossible to predict the roller coaster ride ahead when we stepped on the stage in Bordeaux to accept the task. Early on, there were mixed responses; in the midst of the positive and excited reactions from the majority of members there were also some who did not agree with the Dubai venue. The UOWD team set to work to create a memorable conference for all. Little did the team realise that it would be making history by offering the first online IAWBH conference.



Dr Alison Thirlwall, Chair  
Local Organising Committee

When the pandemic hit the UAE in March 2020, everything was in place for a first class, face-to-face event in June 2020. Just hours away from signing a large contract with a hotel that would have resulted in significant cancellation fees, the decision to postpone came just in time. Other plans were left in abeyance for a few months as we waited for the future to become a little clearer. Once the Board made the decision to put the conference online, work began afresh, this time to convert the contents of the existing conference into the new mode, which required the event organisers to become online experts with minimal experience in this area. After viewing a few conference platforms, a decision was made to use Whova and work started to pull everything together. The IAWBH Chair and the Chair of the LOC had weekly meetings and spent the time in between solving the issue of how to engage delegates from around the world in a cohesive event, which took an enormous amount of time and energy. Many tasks had to be learned and there was a certain amount of trial and error before everything slid into place. Behind the scenes there was also a tying of loose ends from the previous conference to ensure scholarships were honoured, refunds provided, and communication with all the various types of presenters took place to ensure the rejigged event ran smoothly.

The conference itself is now a happy memory. The technology worked well and the schedule was acceptable to all, which is a very pleasing result. The use of cameras meant that face to face discussions were used and the online communication boards through the Whova platform kept delegates engaged before, during, and after the conference. All presentations were recorded and are available for those who missed them or want to review and/or download them.



## IAWBH 2020 in 2021 Reflections

Conference Review

For me, as a host, it was lovely to see and speak with people I had only emailed previously. It was also wonderful to catch-up with colleagues from previous conferences and hear all of the latest research and innovations. The excellent communication links made it easy to talk and the sense of distance simply disappeared. Being part of an international event that had involved hundreds of hours of planning and administration, and seeing it come alive, was extremely satisfying. It was also thrilling to receive wonderful feedback and supportive comments from delegates.

High standards were maintained thanks to the reviewers. These volunteers gave their precious time and expertise to ensure the academic suitability of presentations and posters.



Recognition is due to scientific committee members: Angelo Soares, Anne Wyatt, Alastair Watson, Alison Thirlwall, Carlo Caponecchia, Charlotte Rayner, Christiane Kreitlow, Darryl Forsyth, Duncan Lewis, Ernesto Noronha, Eva Mikkelsen, Hazel Mawdsley, Imad Al Muala, Jordi Escartin, Kate Blackwood, Katherine Lippel, Loic Lerouge, Mahshid Baghestani, Margaret Hodgins, Michelle Tuckey, Nikola Djurkovic, Sara Branch, Stephen Teo, Tim Bentley, and Wendy Bloisi.

Without your contribution the conference could not have taken place, so thank you very much.

Special thanks also go to the keynote speakers, Premilla D'Cruz and Catherine Mattice, for their inspirational talks, to all of the presenters for sharing the latest work, to the global panel members for providing a truly international element to the conference, plus the IAWBH board members, especially Carlo Caponecchia, and my colleagues, Alastair Watson, Mahshid Baghestani, and Jynor Khan, for their unwavering support to make this such a successful event.

Very best wishes to Catherine Mattice and the San Diego organising committee, and see you all in 2022.

Alison Thirlwall

## Conference Experiences

Conference Experiences

Boniwe Dunster  
HR Professional: Johannesburg, South Africa

“The conference exceeded my expectations from the thorough planning and administration support that was available throughout, to ensure that we do not feel that we were virtual. It was just the absence of physical contact but the global intellectual engagements and presence of participants gave me the experience that I never thought a virtual event would offer, but more so the affirmation that I belong both as a new member of the Association and first-timer, as well as panelist on the global Africa panel discussion.

The learnings were phenomenal and to know that I could reach out to any of the members, engage with their material to form a global view whilst localizing my approach, was a great benefit that has cemented my commitment”.

Dr Declan Fahie, School of Education, University College Dublin, Ireland.  
Twitter: @DeclanFahie

It would be insensitive in the extreme to comment on the recent IAWBH conference without first acknowledging the devastating impact of COVID 19. Those who have been affected by the pandemic remain in our thoughts and we send good wishes for a brighter future to all members of the IAWBH family across the world.

The IAWBH 2021 conference reminded me a little of the proverbial swan swimming serenely across the water. To the casual observer, the majestic bird is calm personified; regal and dignified in its presentation to the outside world. Underneath the water, however, the swan’s legs are furiously paddling, treading water energetically, all in an effort to reach their destination. I thought of that swan often during the recent conference and the incredible efforts made to get, and keep, the “show on the road” during unprecedented times. Indeed, in this regard, I wish to take this opportunity to thank the conference’s two paddling legs - the Board of the IAWBH and the local organising committee in Dubai. For participants, the seamless nature of our engagement with colleagues and presentations, both formally and informally, is testament to the amount of work and dedication that was expended on preparing for the conference. It was a triumph of collegiality, collaboration and community and represented an extraordinary response to extraordinary times. Well done all.

The prospect of face-to-face conference in San Diego in 2022 evoked, I think, a little trepidation as well as excitement. For many of us, it has been a long time since we have met colleagues in person. Even longer since we have travelled or felt safe outside our homes. But I, for one, am desperate. I miss people. I loved everything about the conference this year, but I missed my friends. I missed the *craic*. I missed meeting new people. I missed the lunches, coffees and the social events (even if my liver didn’t). I missed the hugs and the gossip. I missed leading people astray and doing the things that caused the gossip...

Like many other members, I attend a lot of conferences and, for me, the IAWBH conference is unique in its sense of community and its manifestation of *care*. Every two years it provides me with a nourishing adrenalin boost, which recharges my batteries until we meet again. But the nourishment, particularly for new members, comes from the *people* and is very hard to replicate virtually (though trojan efforts were made this year with the online fora and community meets). The generosity and support of colleagues from the IAWBH has been instrumental in my continued engagement with workplace bullying research. 2021 was an undoubted success.

## What were we talking about at the conference?

### Community

What were the big discussion topics at the conference? The online conferencing platform provided us with a great opportunity to connect and discuss some critical topics across our community. The top topics

- Article Sharing
- Trauma Informed Training
- Vicarious Trauma
- Story Telling
- Do people who bully know it?
- What can HR really do?
- Pandemic and Virtual Workers
- Institutional Betrayal
- Practitioner Qualifications / Licence
- Attachment and Supervision
- Board Member Bullying
- How to help employees who are unsupported
- Best Job to Impact Bullying
- Mental Health First Aid Training
- Appreciative Inquiry as a bullying intervention
- The influence of technology
- Not using the 'B-Word'
- Bystander Tools
- Shedding the light on the psychological hazard of psychological harassment

If you want to continue the conversation on any of these topics, get in touch to discuss how we can do this through either the newsletter or future events.



Whova

Also remember that conference attendees can still access the Whova system and check out over 40 conference presentations that you might have missed or watch one of the great talks for a second time around.

## Conference contributions leaderboard

Conference Experiences

One of the fun elements of the Whova virtual system we used at conference was measuring who were the top contributors through activity of contributions and posts. While all our members are stars and it didn't capture the scatterings of informal gatherings that were also taking place, we didn't think that we could not mention our top ten on the leaderboard! Well done everyone!

	 Linda Crockett
	 Dr Allison J Ballard
	 Jo Brown
4	 Miwako Wakui
5	 Pat Ferris
6	 Nicole Turnbull
7	 Patricia Mannix McNamara
8	 Dr. Rosette Adera
9	 Evelyn Field
10	 Frances McGregor

## #iawbh2021

### Conference Experiences

Check out some of the twitter activity from the conference...

**Dr Alexandra Woodall** @alexwoodall · 13 Apr  
A year later than planned, and not in Dubai. I am speaking at the International Association on Workplace Bullying and Harassment 2020 (but in 2021) - 12th International Conference tomorrow [#IAWBH2021](#) @TamsinRussell @MuseumsAssoc [whova.com/embedded/speak...](#)



**IAWBH Events** @IAWBH\_ · 13 Apr  
So the [#Karaoke](#) is getting done great ideas for tunes... so next up is the [@IAWBH\\_ #BBQ](#) please join us over on Whova - Community - meet-ups



**Conduct Change** @Conduct\_Change · 12 Apr  
Organisations need to weave interventions to prevent workplace bullying through every department and strategy, creating a blanket of psychological safety. That's where the Conduct Change Charter comes in. DM me to find out more. [#IAWBH\\_2021](#) [#IAWBH2021](#) [@IAWBH](#) [#conductchange](#)



**Michelle Tuckey** @DrTuckey · 12 Apr  
Great to be involved in the global conversation about effective [#workplacebullying](#) interventions at [#iawbh2021](#) online conference, but I'm missing not sharing physical space with great colleagues & friends [@IAWBH\\_](#)



**DignityWorks** @DignityWorks · 12 Apr  
Good morning. The [#iawbh2021](#) conference is off to a great start with keynote. I'll be running a workshop 4.30pm GMT if you'd like to join! [#workplacebullying](#) [#dignityworks](#)



**Track and Assess Mobile App** @TrackAssess · 11 Apr  
[@TrackAssess](#) remains dedicated to improving the lives of those who suffer from workplace [#bullying](#) & [#harassment](#).  
We are thrilled to attend the [@IAWBH\\_2021](#) Virtual Conference to connect with those who share a passion for putting an end to this ongoing issue! [#IAWBH2021](#) [#IAWBH](#)

**Conduct Change** @Conduct\_Change · 12 Apr  
Just finished my talk on interventions for the 12th annual conference of [@IAWBH\\_](#). Now I can relax and learn from everyone else! [#IAWBH2021](#) [#IAWBH\\_2021](#)



**Ursula Connolly** @UrsulaConnolly2 · 14 Apr  
Excellent presentation by [@DeclanFahie](#) just now at the [#IAWBH2021](#) Conference on toxic leadership in Irish HE institutions. Going to go find the published paper now!

**Iván Williams** @IvnWilliams1 · 9 Apr  
12th [@IAWBH\\_](#) International Association on Workplace Bullying & Harassment Conference  
I'll present how developments on AI & people analytics technologies can impact either positively or negatively on the management of workplace bullying and harassment. [#iawbh2021](#) [#iawbh](#)



**Jason David Phillips** @jasonphillips10 · 12 Apr  
Excited to be 'at' my first [#IAWBH\\_2021](#) conference - first up, the legend Premilla D'Cruz, providing great insights on the considerations of context related factors in workplace bullying

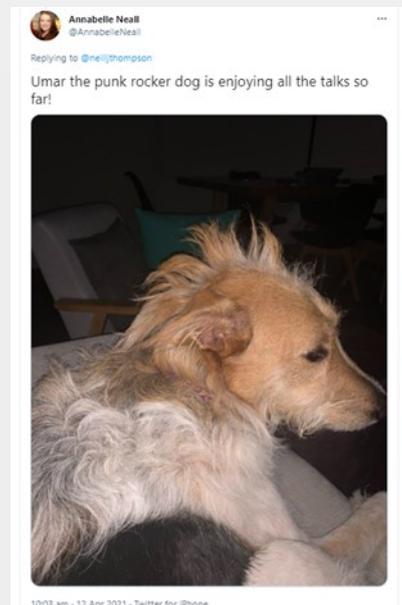
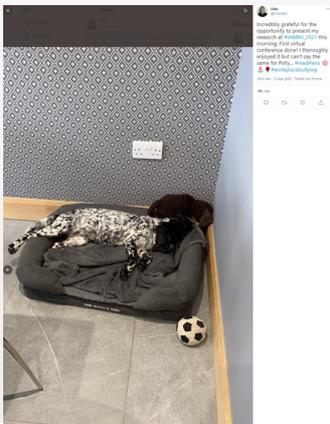
**Dr Frances McGregor** @McGregorFrances · 13 Apr  
Me and my presentation! [#IAWBH2020in2021](#) [#IAWBH2021](#) [#IAWBH](#) [#IAWBH\\_](#) - via Whova event app [whova.com/whova-event-ap...](#)



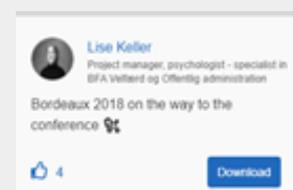
**neill thompson** @neilljthompson · 13 Apr  
One of the themes of interest to me for the [#iawbh2021](#) conference is use of bystander interventions. Really comprehensive review by [@AnnabelleNeall](#) this morning. Also important wider considerations from [@Chlo3G0](#) on organisational readiness and need to focus on environment.

### Honorary conference attendees

We also had a few honorary attendees to the conference—some seemed more interested in the talks than others



Although not the first dogs to come along to the conference:



## Opportunities to meet up with other members

### Examining sexual harassment behaviours at work

An informal group of members recently came together for their first zoom gathering to discuss examining sexual harassment behaviours at work. The first meeting took place on May 17th and another session is scheduled for June 28th, 15:00-17:00pm (CET).

If you want to get involved, find out more, or attend future meetings, please get in contact with Eva - [egmikkelsen@health.sdu.dk](mailto:egmikkelsen@health.sdu.dk)



### 2021 Journal Club

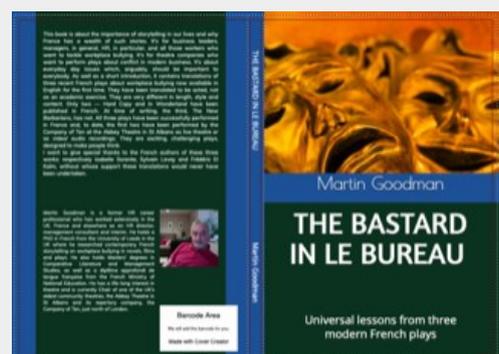
In our last newsletter we mentioned the prospect of setting up a journal club and we have had a few members contact us expressing an interest. This group would aim to be an informal journal club, which will provide members time and space and opportunity to discuss important evidence and writing in our field. We hope it would also be a nice networking opportunity in an informal setting while having time to focus on developing our knowledge base or widening our existing interests. If you are interested in getting involved please get in contact and we will look to have our inaugural first meeting in the autumn. Please email Neill-



[neill.thompson@northumbria.ac.uk](mailto:neill.thompson@northumbria.ac.uk) for more details.

### New Bullying Book : The Bastard in Le Bureau

Written by IAWBH member Martin Goodman, this book describes the importance of storytelling in our lives and why France has a wealth of stories about workplace bullying. More information can be found [here](#):



## Governance Issues working group

At the 2020 General Assembly members supported the establishment of a working group to examine how to create a President-elect (or similar) role for the IAWBH.

The IAWBH Board was tasked with setting up this working group, and will now move on with that task. The working group will likely include the two members of our governance committee, and two representatives from the IAWBH membership, and will report recommendations to the Board. The Board will ask this working group to consider additional issues related to governance, including policies on voting.

A full scope of work will be provided to the working group, along with timeframes for reporting back to the Board.

Members who are interested in being part of the working group, or who wish to know more, are invited to express their interest by June 30, 2021.

Contact Ngao Motsei [ngaom@leadershipemporium.co.za](mailto:ngaom@leadershipemporium.co.za) or Carlo Caponecchia [carloc@unsw.edu.au](mailto:carloc@unsw.edu.au) for more information.



## Upcoming IAWBH events for 2021

We are excited to be announcing a series of virtual events throughout 2021. These events will be facilitated through the same system we are using for the conference and we hope will become regular opportunities for groups within the membership to meet up around important topics.



Picture Source: Dafne Cholet

[Click image for source link](#)

### **5th October: Bystander research workshop**

We had lots of interest in the topic of bystanders at the conference, including some great presentations. We hope this group will allow us to bring together current research and practice. For more information contact Neill: [neill.thompson@northumbria.ac.uk](mailto:neill.thompson@northumbria.ac.uk) or Eva: [egmikkelsen@health.sdu.dk](mailto:egmikkelsen@health.sdu.dk)

### **November: PhD workshop**

This event will be an opportunity for current PhD candidates within the association to meet up and discuss their work. It will be facilitated by a senior academic who will also provide support, share their experience and provide update on current trends.

### **November: Organisational Interventions and practitioner workshop**

This event will be an opportunity for members who are currently work as practitioners, or research who are undertaking applied/intervention research to meet and share their work.

### **December: Advances in methods and research**

This event will be an opportunity for researchers and academics to update, discuss current and future trends around research methods.

## Get involved or suggest future events

We are keen to hear from members who have an interest in leading or facilitating the above events. Also if you have ideas about hosting a group session/event for IAWBH members please do get in contact to discuss this and we can add it to the calendar of events.

## Upcoming events

13th International Conference on Emotions and Work life. June 29– 30th, 2021. Lancaster, UK

<http://www.emotionsnet.org/conferences/emonet-xiii/emonet-xiii-call-for-papers/>

Academy of Management, 81st Annual Meeting. 30 July—3 August, 2021. Virtual Conference

<https://aom.org/events/annual-meeting/annual-meeting-theme>

ANZAM 2021 Conference, November 30—December 2nd, 2021. Perth, Australia.

<https://www.anzam.org/events/types/events-conference/>

European Association of Work and Organizational Psychology (EAWOP) Congress 2022 (Rescheduled 2021 conference) 11—14 January, 2022, Glasgow, UK. <https://eawop2022.org>

European Congress of Psychology (Rescheduled 2021 conference) 5-8 July, Ljubljana, Slovenia.

<https://www.ecp2022.eu>

International Association of Workplace Bullying and Harassment Conference, August, San Diego

Check out the newsflash here: <https://www.youtube.com/watch?v=laXL7XdntBs>

### Journal Special Issue, Call for Papers:

Group & Organization Management Special Issue Proposal Dynamic and Multi-Party Approaches to Workplace Mistreatment Research

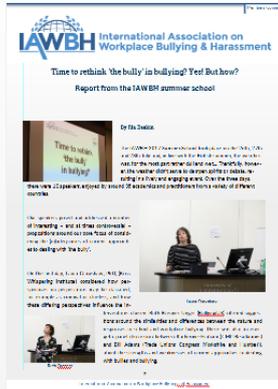
Deadline: 30th June 2021

Link to call [here](#):

Challenging Injustice: Understanding upstanding, civic action, and bystander intervention to promote justice

Deadline: 1st October 2021

## Next newsletter and guidelines



We are delighted that a lot of our members contribute to the IAWBH newsletter. To ensure the quality of contributions, the Board of IAWBH has prepared some guidelines.

If you intend to write a contribution for the newsletter please first check the guidelines at our website: <http://www.iawbh.org/Newsletterguidelines>.

The next IAWBH newsletter will appear in September 2021—deadline for contributions 27th August 2021

Please inform us about:

- your published work,
- Local and national bullying in the media
- international conferences on workplace bullying,
- special issues on workplace bullying and harassment,
- research breakthroughs,
- new research projects or challenging hypothesis,
- international cooperation and funding, and
- any news that may be relevant to a significant number of our members.



Neill Thompson

If you would like to contribute or discuss ideas, please get in contact: [neill.thompson@northumbria.ac.uk](mailto:neill.thompson@northumbria.ac.uk)

### Disclaimer:

The viewpoints in contributions other than those communicated by Board members in their capacity as office bearers do not reflect the position of the IAWBH or its Board but of the author. Authors must necessarily ensure accurate referencing and citations and the IAWBH and its Board are not responsible for plagiarism within contributions.

## Purpose of the IAWBH

*The purpose of the IAWBH is to stimulate, generate, integrate and disseminate research and evidence based practice in the field of workplace bullying and harassment, and to promote fairness, justice and dignity at work for all.*

A full description of the IAWBH purpose is available: <https://iawbh.org/Purpose-IAWBH>