Dear IAWBH member

Welcome to the March issue of the Newsletter. This is the last one before the General Assembly which will take place at the 10th International Conference of the Association in Auckland in April and I am looking forward to seeing those of you who will attend the conference. It is also my last preface, since I have served on the board for the two terms that is allowed for the president by the constitution. So it is my pleasure one last time to introduce the Newsletter.

As you know we were supposed to have an election for board members and officers of the IAWBH. In the newsletter you will see the list of the members who chose to stand for the election of the new board and president. There were only just enough members standing to fill the empty posts. They have all provided a presentation of themselves which you can read on the next page.
pages. A few of the board and committee members were not up for election and will remain for the rest of their terms. The three board members are: Nils Magerøy, Adrienne Hubert and Shayne Mathieson. Maarit Vartia has another two years in the governance committee and Eva Gemzøe Mikkelsen also has two years left on the election committee. I welcome all of you and appreciate that you have chosen to serve the IAWBH for the next election period.

In relation to the upcoming conference in New Zealand we have some pre-conference workshops that you can read about in this Newsletter and join if you are going to the conference. One is the Ph.D. workshop which includes lectures and supervision of your own work. In line with the previous three conferences it is held on the Tuesday before the conference. It is free of charge if you are registered at the conference. Also in line with previous conference several of the SIG groups have workshops - some for a full day others for half a day or a few hours. Read the introductions and sign up if you find them interesting.

Many new members have joined the IAWBH. I welcome you all and I hope that it will prove worthwhile for you to be members. Among other things in this Newsletter you may find new knowledge and inspiration in our literature updates and abstracts and the literature bank on our website.

Looking forward to seeing many of you in Auckland at the conference.

Best wishes,

Annie Høgh
President
New IAWBH Board members and officers

Dear IAWBH member,

As always at the biannual conference of the IAWBH, the Board and the committees of the IAWBH welcome new members. In September we informed you on the open positions and invited interested members to apply for them. As you may have noticed, we did not hold an election. This was not necessary as the number of candidates did not exceed the number of open positions.

We are thus pleased to inform you that all the positions are taken. We very much congratulate the new members.

The candidates for the positions in the board and the committees were:

**Board**
- President (new, former board member) Premilla D’Cruz
- Member (new) Carlo Caponecchia
- Member (sitting, new term) Elfi Baillien
- Member (new) Maryam Omari
- Reserve Member (new) Bevan Catley
- Reserve Member (sitting, new term) Karen Harlos

**Governance Audit Committee**
- Member (new) Annie Hogh

**Electoral Committee**
- Member (sitting, new term) Eva Gemzøe Mikkelsen
- Member (new) Mieneke Pouwelse

The newly elected members of the board and the committees are presented below and of course also at the upcoming Auckland conference. Be there!

And even better: Consider applying for a position at the next elections in 2018.

As an IAWBH member, you might want to check out the constitution. You can find the document here: [http://www.iawbh.org/const](http://www.iawbh.org/const)

On behalf of the election committee,
Eva Gemzøe Mikkelsen and Roelie Mulder
Presenting the candidates for the open positions

Premilla D’Cruz, President of the Board

Premilla D’Cruz has contributed important theoretical insights to the field of workplace bullying through her inquiries on target coping and identity work, bystander behaviour, cyberbullying and depersonalized bullying, while being a pioneering researcher of the phenomenon in India. As well as Workplace bullying in India (Routledge/2012) and Depersonalized bullying at work (Springer/2015), her studies have been published in several peer-reviewed international journals. The adoption of postpositivist methodologies which informs most of Premilla’s inquiries complements the positivist scholarship in the area, paving the way for holistic insights which undergird effective interventions. Currently, Premilla is involved with several cross-cultural projects, apart from studies on cyberbullying and external bullying. Through her academic efforts, she purports to provide useful suggestions for practice, particularly the role of HRM, collective action and legal aspects, recognizing that the ultimate aim of research is to address the challenges targets face.

Premilla’s interface with the IAWBH started with its inception in 2008 when she was elected to the first Board. As Special Interest Groups/SIGs co-ordinator (2008-2010), Premilla initiated and managed the SIGs, facilitating SIG activities, especially at the biennial conference. From 2010 to date, Premilla has served as the Secretary of the association (re-elected in 2012). Apart from the tasks traditionally entailed by this role, Premilla is an important link underpinning connections across other roles, time periods, tasks, etc., thereby aiding the smooth functioning of the association. Developing the IAWBH logo along with artist Peter/Chat Robinson, preparing documents for the biennial governance audit and continuously maintaining the IAWBH e-archives are three other relevant aspects of her role.
Carlo Caponecchia, Board member

I’m interested in several aspects of workplace bullying research and practice, including measurement, conceptual issues, and interventions, though my overall approach to workplace bullying research is from the perspective of workplace health and safety. This approach views bullying as an occupational hazard that should be managed like other health and safety hazards. My training is in psychology, and my interest in bullying grew from my work in stress.

I co-authored the 2011 book "Preventing workplace bullying: An evidence based guide for managers and employees“ with my colleague Dr Anne Wyatt (published by Routledge/Allen & Unwin), and convene the risk management special interest group within the IAWBH.

In the past few years, I’ve been advising government agencies on policy development regarding workplace bullying, as well as contributing to several inquiries into workplace bullying in Australia. In addition to research and research consultancy projects, I’ve been involved in designing workshops for senior staff and public agency decision makers.

I’m based in Sydney, and hope to add to the southern hemisphere perspectives on the board. I see my main potential contributions as being in encouraging debate and building critical mass; enhancing the role of SIGs to better inform the wider IAWBH membership on the perspectives and contributions of our interest groups, and helping the association grow and respond to the research and practice challenges facing our field.
Elfi Baillien is Work and Organizational psychologist and assistant professor at KU Leuven, department of Work and Organization Studies (Faculty of Economics and Business). She finalized her PhD on the development of workplace bullying in 2011. She engaged herself to becoming a bullying researcher after a close friend became a target of bullying in 2002. Ever since, she aimed to further in-depth understanding of this phenomenon by means of academic studies that shed light on what is actually going on and that may contribute to evidence based bullying interventions in practice. In this context, she has worked within a range of organizations and with various practitioners in the field. As a member of the board, she would like to further establish workplace bullying as a significant topic in the academic world and encourage researchers to get this topic ‘out there’. She would also like to strengthen collaboration between academics and practitioners with the particular aim of developing and testing interventions.
Maryam Omari, Board member

It would be a great privilege to serve on the Board of the IAWBH. I have been researching ‘dignity and respect at work’ for over 13 years, and do much for the community to raise awareness of the relevant issues and to ameliorate negative behaviours. I have presented as a keynote speaker in the area, published widely, and was invited to provide evidence before the Parliamentary Inquiry into Workplace Bullying in Australia called by the Prime Minister during 2012. This Inquiry lead to the introduction of anti-bullying legislation in Australia in 2014. My first book on the topic with contributions from high profile researchers in the field has recently been released: Omari, M. & Paull, M. (2016). Workplace abuse, incivility and bullying: Methodological and cultural perspectives. Routledge: Oxon.

I have a strong interest in governance matters and am currently on the Boards of Connect Groups (the peak body for self-help and support groups) and the Australia and New Zealand Academy of Management (ANZAM). I am member of the Australian Human Resources Institute (AHRI) West Australian (WA) State Council; the WA representative on the AHRI Research Advisory Panel (RAP); the Chair of the International Management Stream of the ANZAM annual conference.

I am the Dean of Business and Law at Edith Cowan University (ECU) in Australia and have over 20 years of work experience in academia. My current areas of research interest are: dignity and respect at work, workplace bullying, cross cultural management, and quality of life issues. I have held a number of other academic leadership positions including: Program Director MBA and Graduate Studies, Associate Dean International, Director of Undergraduate Studies and Human Resource Management Course Coordinator. I have a PhD, Masters in Business (HRM), Graduate Diploma in Business (Management) and a Bachelor of Science.

Prior to academia I was a practitioner and have 17 years of human resources experience, with the last seven at the Executive level as an HR Manager. I have worked in various HR capacities including: training and development, recruitment and selection, coordination of graduate programs, organisational development, program evaluation, project management and strategic planning. I also have significant experience in the design, delivery and evaluation of Executive Education and Management Development programs.

I have taught Human Resource Management, International Business and Management units and have lived, studied and worked in the Middle East, U.K and U.S.A.
Bevan Catley, Reserve Board member

Bevan is an Associate Professor in the School of Management (Albany) at Massey University (New Zealand). He is director of the Healthy Work Group, which is a multidisciplinary team of researchers from Massey interested in psychosocial factors in workplace health and safety. Bevan’s primary research focus has been on workplace bullying and workplace violence and he has published extensively on these topics. Bevan has been involved in some of the first large scale research projects to investigate workplace bullying and violence in the New Zealand context. He is also a Board member for the Australian and New Zealand Academy of Management and an Associate Editor for the Journal of Management & Organization.
Karen Harlos, Reserve Board member

Dr. Karen Harlos is Professor and past Inaugural Chair, Department of Business and Administration, University of Winnipeg (PhD, Commerce; MA, Industrial/Organizational Psychology). Her field is organizational behaviour and she conducts research on workplace mistreatment and bullying along with employee silence and voice in response to mistreatment, healthcare workplace issues, and quality of worklife. Dr. Harlos has led several interdisciplinary, inter-institutional project teams funded by national grants, including a current 3-year project on workplace bullying and mistreatment prevention using international and integrative perspectives. Her published work has appeared in outlets such as Human Relations, Research in Personnel and Human Resource Management, Journal of Management Education, Journal of Applied Behavioral Science, Healthcare Policy, Journal of Health Organization and Management, Advances in Qualitative Organizational Research, and Canadian Journal of Behavioural Science. She has presented numerous academic papers in Europe, Australasia and North America. She has served on the editorial board of Journal of Management and on executive committees of the International Association of Conflict Management and the Western Academy of Management (elected) as well as past service as a reserve board member for the International Association for Workplace Bullying and Harassment. Prior to joining the University of Winnipeg, Professor Harlos held appointments at McGill University, Canada, and the University of Otago, New Zealand. She has also held adjunct appointments at the University of Northern British Columbia (Nursing) and McGill University (Management).
Annie Hogh, Governance Audit Committee

I was a member of the board of the IAWBH for 6 years, starting with 2 years in the interim board from 2006. In 2012 I was elected as president and will finish in 2016. Over these 10 years I have gathered a thorough knowledge of the association which gives me a good platform for the governance committee.

In my everyday worklife I am a professor in Work and Organisational Psychology doing research and teaching psychosocial work environment with special focus on negative social relations and bullying in the workplace.
Eva Gemzøe Mikkelsen, Electoral Committee

I have had a continuous interest in bullying at work since the late 1990’s where I undertook some of the first Danish studies on bullying. Having completed my Ph.D. on bullying at work in 2001, I have continued doing research on bullying and related topics whilst working as an organizational psychologist.

I have been a member of the IAWBH election committee since 2014, therefore I have some experience in organizing an election process.

Mieneke Pouwelse, Electoral Committee

Over the last 10 years I have been researching, together with students of the Open University of the Netherlands, into the effects of (cyber)bullying and harassment on victims and bystanders, both in schools and workplaces. I’m interested in possibilities for implementation of anti-bullying programs and I like to learn from experiences of other scholars and practitioners all over the world. Therefore it is inspiring to visit the conferences of the IAWBH and I like to contribute in some way to this fine organization. During my work at several universities in the Netherlands I developed some organizational skills, so I think I will manage to organize fair elections.
PhD seminar on workplace bullying and harassment
in Auckland NZ
on 19th April, 2016

The Board of the IAWBH is proud to announce a PhD seminar to be held in connection with the 10th International Conference on Workplace Bullying and Harassment in Auckland, New Zealand, on the 19th of April 2016, from 0900 to 1600. The seminar follows the tradition and success from earlier conferences in Cardiff (2010), Copenhagen (2012) and Milan (2014) and invites all PhD students in our field to join us for a day of lectures by well-known and experienced researchers in the field, discussions of important issues on the field, methodological input and the possibility to discuss one’s own project with other PhD students and senior researchers in the field.

The seminar is sponsored by the Board and includes a light lunch. The seminar hours are 0900-1600. Participation at the seminar is free of charge for all PhD students who are attending the Auckland conference. The seminar takes place at the AUT University City Campus in Auckland.

The seminar will be hosted by Prof. Ståle Einarsen from the University of Bergen in Norway on behalf of the Board of the IAWBH and co-hosted by Nick Djurkovic from the Swinburne University of Technology, Australia.

To attend the seminar please send an e-mail with your registration and the working title of your PhD project to stale.einarsen@psysp.uib.no.
SIG meetings 2016

Networkers Unite! How to make the most of your networking opportunities while at the IAWBH conference in New Zealand.

For those of you who have registered for the conference in April in beautiful New Zealand, make the most of your time on this side of the world by registering also for a Special Interest Group (SIG) gathering. These will be held on Tuesday 19 April, the day before the conference starts, and are a terrific way to share with others of like interests in a less formal setting than the conference proper. There is no extra cost to register for a SIG meeting. If you haven’t already registered, you can amend your registration on the website www.bullying2016.com. There will also be the opportunity for you to attend a SIG dinner on Wednesday 20 April, after the formal welcome event earlier in the evening.

While you do not have to register to attend a SIG meeting – you may just turn up on the day – it certainly helps us with our organising if we have a rough idea of numbers of who is intending to attend, so we would appreciate your registering online. In 2014 around 120 conference attendees appreciated this opportunity to get together with their colleagues.

The SIG meetings will be held at the AUT University for the following groups:

- Risk Management, 10.00 am – 5.00 pm,
- Therapists, 10.00 am – 5.00 pm
- Dynamics of Power, 2.00 pm – 4.00 pm
- Trade Unions, 2.00 pm – 4.00 pm
- Legal, 1.00 pm – 5.00 pm
- Organisational influences, 1.30 pm – 3.30 pm
- Organisational Practitioners, 2.30 pm – 5.00 pm

The purpose of the SIG meetings is to provide an informal space for people to share information and experiences without the requirement of a formal paper. In some instances people may choose to present something more prepared. If you would like to add to the agenda of any SIG you are planning to attend, then please contact the convenor directly. Your contribution may be in the form of a topic you would like to see discussed, an idea of some area you would like to know more about from people with more research or practice under their belt, or the presentation of some material that is of interest to you.
The convenors and their contact details are as follows:

- Risk Management, Carlo Capponecchia, carloc@unsw.edu.au
- Therapists, Evelyn Field, efield@bullying.com.au
- Dynamics of Power, Hadyn Olsen info@wave.org.nz
- Trade Unions, Doug Clark, dclark@ppta.org.nz
- Legal, Katherine Lippel klippel@uottawa.ca
- Organisational influences, Susan Johnson, slj6@u.washington.edu
- Organisational Practitioners, Cheryll Otto, cotto@oopsolutions.com

If you have any queries about the SIG meetings in general feel free to contact me at shayne.mathieson@clear.net.nz

Shayne Mathieson
SIG Coordinator
IAWBH Summer School 2017
Call for Proposals

The International Association of Workplace Bullying and Harassment aims to facilitate research and practice in the field of workplace bullying and harassment. This is reflected in our biennial conference that joins many academics and practitioners in their interest in this fascinating topic. Another avenue that has now been made possible by the growth of members, is to support initiatives that contribute to increased knowledge and better practices in the field.

In this respect, IAWBH now offers its members the opportunity to apply for funding to organize a Summer School 2017: a small-scale research or practice-oriented meeting with the explicit aim to stimulate knowledge regarding important aspects in the workplace bullying and harassment field. The Summer School explicitly stands for ‘growth’ and is not profit-oriented. It will focus on a particular topic that stimulates more challenging research (for example, new statistical techniques or complex research designs), furthers good practices (for example, conflict management techniques or reintegration of victims) or both. It aims to stimulate contact between IAWBH members and bullying researchers/practitioners from all over the world, contributing to a broader network for individual researchers or practitioners. To this aim, IAWBH provides a sponsorship of (max) GBP 3000.

Are you interested in organizing such a Summer School? Please submit your proposal to the IAWBH board (Summer-school@iawbh.org) before 1st of June 2016.

The proposal should contain following aspects:
- Title and description of the Summer School
- Indication of why this Summer School is important for the workplace bullying and harassment field (‘growth’)
- Dates and place
- Contact person
- Key notes or trainers involved
- A budget plan
- Names of at least 8 IAWBH members willing to participate
- Tentative schedule
Application guidelines:

- The application is done by a IAWBH member
- The Summer School will consist of multiple days during the summer period (June – September)
- The Summer School focuses on a specific research or practice technique that adds to the workplace bullying and harassment field (such as policy development or diary studies)
- There is written consent of at least 8 members that they will participate. These participants should preferably come from a variety of (at least 3) countries.
- The Summer School is organized by the local organizers.
- Participation is open to all IAWBH members, yet also to non-members.
- Lowest possible costs to the participants; IAWBH members would maximally pay a reduced fee, non-member would pay a reasonable full fee.

Selection criteria for submissions as evaluated by the IAWBH board:

- The proposal contains all aspects as described in this call
- The proposal followed in detail the application guidelines
- The proposal stimulates growth within our field, from an academic and/or practical perspective
- The initiative is not related to commercial activities. It is non-profit in nature
- Sufficient – international - IAWBH members that will attend the initiative

For further information and background document, please contact Summer-school@iawbh.org.
Literature update

In the newsletter we publish titles of research publications that have recently been published. The complete list of publications can be found at our website: http://www.iawbh.org. The list focuses on international publications in English or providing an English abstract. By searching on Google [using for example the title and name of authors as your search terms] you will find the abstracts for most of the articles.

Is there a publication missing from the list? We kindly ask our members to complete the list with new published work regarding workplace bullying and harassment. Your suggestions will be published in our next newsletter and on the webpage. Please send any new publications of yours that you wish to include to Elfi; e-mail: <Elfi.Baillien@kuleuven.be>

Recent research publications


Upcoming Events

18th International Conference on Occupational Health and Safety
1-2 March 2016
Miami, USA
https://www.waset.org/conference/2016/03/miami/ICOHS

European Association of Occupational Health Psychology Conference
11-13 April 2016
ATHENS, Greece
http://www.eaohp.org/conference.html

10th International Conference on Workplace Bullying and Harassment
19-22 April 2016, Auckland, New Zealand
http://www.bullying2016.com

2nd International Conference on Humanity and Social Science
April 24-25, 2016, Phuket, Thailand
http://www.ichss2016.com/

21st IAMB Conference
18 – 20 May 2016, Montréal, Canada
http://www.iamb.net

4th International Conference on Well-being at work
29 May – 1 June 2016
Amsterdam, The Netherlands
http://www.wellbeingatwork.nl

The 29th Annual IACM Conference
June 26 - 29, 2016
New York City, New York, USA
http://www.iacm-conflict.org/Conference

2016 Annual Meeting of the Academy of Management
5 – 9 August 2016
Anaheim, California – US
http://aom.org/EventDetail.aspx?id=543

3th International Conference on Educational Psychology and Applied Social Psychology (EPASP 2016)
22 – 24 September 2016
Xi'an, China
www.engii.org/conf/EPASP/2016ep

Picture: Maria Chiara Gugiari
Risk Management SIG meeting Auckland

19th April Auckland University of Technology City Campus

What is the Risk Management SIG?
The Risk Management SIG is concerned with how organisations can systematically attempt to prevent and control workplace bullying. While based on the risk management paradigm of identifying, assessing and controlling hazards, effective risk management relies on knowledge from all areas of workplace bullying research and practice.

Who goes to the Risk Management SIG meeting?
Our typical attendees include organisational practitioners (coaches, mediators); investigators; health and safety professionals; academics; government agency representatives... but everyone with an interest in risk management and related issues is welcome!

What happens at the meeting?
The main purpose of our meeting is to exchange information and ideas in an informal setting. The draft agenda for our SIG meeting this year includes:

Seminar presentations
Short, interactive seminar presentations from 3-4 members (40 minutes each followed by discussion);

Info Exchange
All attendees are asked to bring a brief update (5 mins each) on something relevant to the group. This could be information about a new program; an important case study from their jurisdiction; an update on new methods/strategies; info about a particularly challenging experience/case/example – anything you’d like to share from your professional experience that may be useful for others.

Tricky issues: Panel discussion
A panel session at the end of the day where panel members reflect on issues that may be considered “taboo” in the field, or are just seldom addressed. We will invite attendees to nominate issues for discussion throughout the day.

If you would like to be involved in a seminar presentation, or have further questions/suggestions, please contact Carlo Caponecchia carloc@unsw.edu.au

Looking forward to seeing you all there!
Workplace bullying as a risk factor for exclusion and expulsion from working life

Mats Glambek & Ståle Einarsen
Bergen Bullying Research Group
University of Bergen, Norway

The late pioneer of bullying research Professor Heinz Leymann put forward a range of hypotheses on the antecedents and outcomes of workplace bullying based on interviews with hundreds of Swedish targets of bullying in the late 1980’s (Leymann, 1986, 1990). One of these hypotheses was that exposure to workplace bullying was a major antecedent of subsequent expulsion from the workplace, or even from working life itself (Leymann, 1992, 1996). Based on his seminal work, workplace bullying has long been held as a precursor of expulsion in working life, although few attempts have been made to address this notion empirically. In particular, few studies have addressed this issue explicitly, employing representative samples, and prospective, long-term designs. In a study published in Industrial Health in 2015, however, we used change of employer, being granted disability benefits and being unemployed as indicators of expulsion, investigated as outcomes of bullying among a representative sample of Norwegian employees (N=1613), employing a five-year time-lag (Glambek, Skogstad, & Einarsen, 2015). In line with the hypotheses of the study, results revealed that both exposure to bullying behaviors and self-labeled bullying are significantly associated with change of employer (OR=1.77 and 2.42, respectively) and disability benefit recipiency (OR=2.81 and 2.95, respectively) five years later. Moreover, exposure to bullying behaviors was found to be significantly related to unemployment five years on (OR=4.6). For the self-labeling measure of bullying, this tendency only held true at the .1 significance level bullying (OR=3.69, p=.09). Together, these results indicate that targets of bullying are at a greater risk of expulsion, both from the workplace and from working life itself. Hence, the results provide support for Leymann’s original notion (e.g. Leymann, 1992, 1996).

As a follow-up of this study, we also wanted to investigate whether being a bully can yield similar consequences for one’s “survival” in working life, and thus published a follow-up study, again in Industrial Health (Glambek, Skogstad, & Einarsen, 2016). The same nationally representative sample was employed in this study (n=1,613), and responses were gathered at three time points with a two-year and a five-year time-lag. Outcomes employed in this study was intention to leave and sickness absence at T1, and sickness absence, change of employer, disability benefit recipiency and unemployment at T2 and T3. The results showed no significant associations between being a perpetrator of bullying and any increased risk of expulsion, indicating that the perpetrators’ occupational status is largely unchanged, and
remains so over a long period of time, as opposed to earlier findings regarding the targets of bullying. Hence, targets, but not bullies, face a significant risk of expulsion from working life when we follow them up over a longer period of time.

One possible explanation may be found in Leymann’s original notion, that the perpetrator in many instances will form an alliance with top management, thus increasing their own chances of occupational “survival” (Leymann, 1992). However, there are also other possible explanations. For instance, 19.7 per cent of the self-labeled bullies in the present study reported having management responsibilities, and the formal power associated with such a position may in itself be a protective factor against sanctions. Moreover, impaired health and lowered job satisfaction may be likely mediators in the relationship between bullying and expulsion, reasonably affecting the targets to a larger extent than the perpetrators. In addition, in spite of Leymann’s notion that management tends to intervene at some point, there may still be instances of bullying that the top management remains unaware of, as targets may go on sick-leave, take early retirement or plainly quit their job without ever raising their concern or handing in a formal complaint.

The European framework agreement on harassment and violence at work signed by most EU Countries in 2007 makes it explicit that being a perpetrator of bullying should result in “disciplinary actions up to and including dismissals”. However, the findings of these two studies indicate it is rather the target than the bully that suffers such outcomes.

Framework agreement on harassment and violence at work (2007).


Call for papers: Special Issue
Qualitative Research in Organizations and Management

Power, subjectivity, and context in workplace bullying, abuse, and harassment:
Insights from postpositivism

Special Issue Editors: Premilla D’Cruz (IIM Ahmedabad; pdcruz@iima.ac.in), Ernesto Noronha (IIM Ahmedabad; enoronha@iima.ac.in) and Pamela Lutgen-Sandvik (North Dakota State University; pamela.lutgensandvik@ndsu.edu)

Thematic Focus of the Special Issue (SI)

Workplace bullying, abuse, and harassment affect 30% to 40% of working adults in the global workforce, at some time during their work histories (Nielsen et al., 2010). Past literature on workplace bullying, largely inspired by positivist scholarship, reifies a sovereign notion of power as a zero-sum game (Lutgen-Sandvik, 2006) and downplays subjectivity through behavioural measures and clinical parameters (D’Cruz, 2015). Yet, power and subjectivity are hallmarks of the phenomenon (Einarsen et al., 2011). Indeed, affected employees’ coping demonstrates considerable agency, suggesting that power is more of a dialectic tension than a fixed commodity (Lutgen-Sandvik, 2006). Targets’ interpretation of their experiences results in self-labelling (Einarsen et al., 2011) that are sometimes discounted when these diverge from objective criteria (D’Cruz, 2015), while bullies’ deniability affords them effective cover (Rayner et al., 2002). More recently, dynamics involved in the contemporary neo-liberal project, specifically the practices associated with managerialism, can trigger adult bullying (Beale & Hoel, 2011). Little empirical work has aimed at ascertaining the role of context in bullying dynamics but organizational theory suggests that organizational cultures and communication climates are active factors here.

Understanding of workplace bullying, abuse, and harassment stands to gain from qualitative approaches that are amenable to the irrationality, paradoxes, and complexity of organizational life without seeking formulaic representations of the social world (Prasad, 2005), but acknowledging the inextricable entwinement of researcher cognition and emotion with the inquiry process (Dickson-Swift et al., 2009).

Call Details

In seeking submissions anchored in postpositivist traditions/sub-traditions, the special issue (SI) joins efforts at redrawing methodological boundaries in the study of workplace bullying, abuse, and harassment. While contributing to theorization about power, subjectivity, and/or context, the
papers must advance qualitative approaches to workplace bullying research beyond the current positivist skew. Ideas for submission to the SI include but are not limited to the following:

- How does attention to involved parties’ subjectivity recast conceptualizations of workplace bullying, abuse, and harassment? What qualitative methods best “get to” the various subjectivities?
- What are the power dynamics involved in situations of workplace bullying, abuse, and harassment? What are the different protagonists’ roles, especially that of the alleged perpetrators as this area has largely been absent? How do researchers get access to various protagonists in terms of power as a dialectic?
- In what ways do capitalist underpinnings of contemporary workplaces serve as context or affect bullying, abuse and harassment situations? What are the contextual implications for power and subjectivity? Preference will be given to research using unique qualitative approaches for accessing organizations.
- What is the shifting nature of alliances in situations of workplace bullying, abuse, and harassment? Coworkers, for example, can be perpetrator-allies, target-allies, or members of a silent audience. Membership in these appears to be fluid. What power dynamics or organizational context features impinge on alliance shifting? How does the distinctiveness of qualitative methods help to understand power, context, and alliance shifting?
- What are the experiences of any protagonist(s) in the workplace bullying, abuse, and harassment situation, namely, targets, bullies, bystanders, organizational actors (top management, leaders, supervisors, HR, employees, etc.) as well as interventionists (therapists, lawyers, unionists, etc.) and significant others.
- What are the processes involved with gaining organizational access to study workplace bullying, abuse, and harassment, a subject that reflects negatively on the organization and its public image? How do researchers negotiate entrance into organizations, given managements’ unlikelihood of granting admission?

Submission Details

Deadline for submission of manuscripts is 15 October 2016. Manuscripts should be a maximum of 10,000 words in length (including tables, figures and references) and should conform to the normal submission guidelines for Qualitative Research in Organizations and Management, [http://www.emeraldinsight.com/products/journals/author_guidelines.htm?id=qrom](http://www.emeraldinsight.com/products/journals/author_guidelines.htm?id=qrom)
References


Prepared by: Premilla D’Cruz
The 3 most influential works

In this column members of IAWBH may present the three works that influenced them the most. After presenting these works the member may pick up another member from the membership list (they don’t know too well and who is working in another field of bullying) for the ‘The 3 most influential works column’ in the next newsletter. Katherine Lippel who presented the 3 most influential works in the last newsletter chose Marie-France Hirigoyen for this column in the current newsletter.

Introduction

My name is Marie-France Hirigoyen and I am a French psychiatrist. I have been working on psychological violence and discrimination for more than thirty years. I teach at Paris-Descartes University in psycho-traumatology, victimology, and Ethic in Organization. I also lecture at the European Parliament and the Council of Europe.

My work was originally focused on domestic violence, but since the publication of my first book, “Le harcèlement moral, la violence perverse au quotidien” (Stalking the Soul, emotion abuse and the erosion of the identity, Helen Marx Books), in 1998, I concentrate my researchers on bullying in the workplace. This book sold over 450,000 copies in France, was translated into 28 languages, and became the catalyst for the French law against bullying and harassment, passed a year and half later. Because of the success of this publication, I received thousands of letters from people telling me that my describing a situation they had experienced, had a therapeutic effect on them. I have written two other books on workplace bullying which had been successful in France, but unfortunately had not yet been translated into English.


Of course Heinz Leymann is the reference for professionals researching bullying, yet he was little known in France until the publication of my book. He was the first to study the varies aspects of the phenomenon of harassment, the context for its implementation, and the impact on the victim’s health. His work paved the way for all subsequent research found in the IAWBH. When I wrote Moral Harassment, I did not know Leymann’s works, yet I was describing the same phenomenon with almost the same words. This seems to bear out that
such violence is universal. Rereading Leymann’s texts is always enriching. At the moment, I am interested in making people aware of the ethical aspect of the prevention of harassment. I had forgotten that Leymann defined mobbing as hostile and unethical communication directed in a systematic way toward one individual.

Work 2 : Laura Crawshaw, Taming The Abrasive Manager: How To End Unnecessary Roughness In The Workplace (Jossey-Bass Management Series, 2007)

As a victimologist, I essentially receive targets, or give lectures in companies and organizations to describe the ravages of bullying. In France, companies can receive very heavy legal penalties in the event of harassment, but very little is done to prevent potentially destructive managerial activity. Studies show that managers are rarely aware of the gravity of their actions, they do not perceive their behaviour as a problem, or they consider their behaviour justified given the situation. Their actions are most often the result of inattention, a lack of empathy or respect, that linked to malice. Therefore, they must be educated and this is what Laura Crawshaw is describing in her book. Hopefully, I can apply this learning to my own country.


I always read with great interest Denise’s papers, because even if we tackle these issues from different angles, our centres of interest are close enough: the importance of ethics in the prevention of harassment, the significance of gender in the prevalence of workplace bullying, and all that allows to explain the origin of harassment in the work environment. I have chosen this article because it shows that there are gender differences not only in reported prevalence rates and forms of bullying, but that gender also matters for the way targets and third parties make sense of and respond to bullying. This is an interesting subject that I would like to dig a little more.

Next newsletter
I would like to ask Denise Salin to write the next column: ”The 3 most influential works”

Thank you very much Marie-France Hirigoyen for sharing with us the 3 works that influenced you the most
Who is....?

In this column members of IAWBH may present themselves in a snowballing manner. After answering some questions about themselves, their work and developments in their country, the presented member may pick up another member from the membership list (they don’t know yet) for the ‘Who is...?’ column in the next newsletter.

Betty Driessen from The Netherlands who presented herself in the last newsletter chose Hadyn Olsen from New Zealand as the member to be interviewed in this newsletter.

Tell us something about yourself

I am a workplace bullying/harassment prevention consultant based in Auckland, New Zealand. I started WAVE (Workplaces Against Violence in Employment) in 2003 and since then have worked with many organisations across New Zealand as well as speaking at conferences in New Zealand and Australia. I am the author of two books on workplace bullying and I am the convenor of the IAWBH Special Interest Group: Dynamics of Power.

How did you become interested in workplace bullying?

The foundation of my work has been in the domestic violence sector. I spent 12 years managing a violence prevention agency and working with perpetrators of family violence. Domestic violence and workplace bullying share many of the same dynamics. For example, they both thrive in a culture of silence and they both involve a variety of psychological tactics aimed at satisfying the perpetrators need for some kind of power and control. I have found in my work that most perpetrators were also employed and most of them also had tendencies to bully at work. This is what initially stirred my curiosity in workplace bullying and what was being done to prevent it. I imagined that if workplaces were to adopt a zero tolerance approach and provide educative and facilitative interventions, this could have a major positive impact on our society.

Prior to this I worked in the pulp and paper industry for 23 years where bullying was rife. It was a very good school. I also trained as a Harassment Contact Person in that industry and became involved in workplace interventions to resolve bullying and harassment issues. Some of this was successful and some unsuccessful.

What can you tell us about the development of the workplace bullying field in your country?

In New Zealand we have a reputation for a pioneering mind-set that has us trying to sort things out via the simplest path. This has certainly been true with regards to my work and I
know that after a few years now I am clearer about what really works and what doesn’t. We haven’t had much happening on the macro level except some Government published Guidelines in New Zealand. Tim Bently, Bevan Catley and others have also done a lot of good work in this area in terms of university research and learning. However, within organisations the work has been mostly led by good managers, Health and Safety specialists and Human Resources managers who have sought to resolve issues as they have arisen. I have worked with many organisations here to resolve situations and this has led to various outcomes and innovative interventions. Bullying is often quite a complex issue to resolve because it involves behaviour and perceptions and all that goes with that. There is also the environment it thrives in. Bullying is usually not just about one or two people. It involves a social environment that may support it by some form of overt or covert collusion.

**What can you tell us about your work?**

My focus is primarily on stopping bullying or harassment and helping workplaces create a culture that stands against and prevents more of it. I provide full programmes including workplace training and facilitation, investigations, Contact Person programme development and support, coaching of managers, targets and perpetrators, mediations and various facilitative interventions and processes to address bullying and harassment. I have others who also work with me and are experts in various fields. Together we cover a wide range.

I am not of the camp that demonises bullies and promotes dismissal as the only remedy. This generally creates a very unsafe workplace in my experience. I primarily focus on bullying as a behavioural issue that anyone could be guilty of and there is a huge spectrum of perpetrators, targets and victims. It’s not a black and white issue and I am disturbed when I see the “anti-bully” mind-set developing because it invariably leads to greater toxicity and where people can feel a sense of entitlement to use bullying behaviour themselves. I am not “anti-bully.” I am “anti-bullying.”

**What do you hope to achieve in the field of workplace bullying in the future?**

I see a future where organisations value workplace relationships more and actively work to create a team environment that is healthy and cohesive. There is a real technology around this. The whole issue is really about the way people work together and the quality of relationships they have. It is also about workplaces having tools, processes and skills to intervene effectively when issues arise. We have to get a lot better at resolving differences and relating to each other in a constructive manner. I hope the days of “it’s just a personality clash” or “it’s just the way he/she is” are fading away.

**Question from Betty Driessen: Among a lot of other things, Hadyn set up and managed the Zerobully Helpline. My question for Hadyn is to tell us more about the in’s and outs of the Zerobully Helpline?”**

I initially worked with Andrea Needham (author of “Workplace Bullying: The costly business secret”) to start the ZEROBULLY helpline in 2003/4. STRATOS (an external Employee Assistance Provider) were generous enough to get this up and running with our support. It became too much for them after a couple of years and WAVE took it over. We ran this for a number of years until we could no longer do it anymore because we were stretched to the limit. All this was done voluntarily and we paid for the costs of it. We had hundreds of calls from some very hurt people.
It was like a dam breaking. Workplace bullying was being brought out from the shadows and named. People were starting to speak about the elephant in the room.

From the statistics we kept, 72% of people who reported bullying at work did not receive any significant help at their workplace and more disturbingly 53% of people who reported their issues to management found that the bullying became worse. They were often blamed after speaking up, and then mobbed. This indicated to us that most workplaces didn’t have much in the way of knowledge, resources, capability or even willingness to resolve bullying issues.

The purpose of the helpline was to help people unpack their experience and explore various options to help them move forward and stop the bullying. Most people didn’t understand what bullying or harassment was and they had little knowledge of what to do about it without getting into a worse situation. The most common experience was that people were told by management they needed to put their “complaint” in writing or else nothing could be done. They were usually reluctant to do this in case matters got worse and invariably after putting things in writing things would get worse. The most common positive response we got from people on the Helpline was appreciation for being heard and understood. I think it was empowering for a lot of people because they were understood with a deep sense of empathy, they were given information about various options, tips and encouraged towards solutions that were best for them. Little is gained from reinforcing victimhood in my experience. People want to be empowered.

Who is the member you pick from the membership list for the ‘Who is..?’ column’ in the next newsletter?
I choose Evelyn Field

What is your question for that member?
In your opinion working with targets, what does it take for an individual to become empowered after being significantly bullied?

Thank you very much Hadyn Olsen for taking part in this interview!
New Members

A warm welcome to our new members:

- Eman Alswaid, Massey University, New Zealand
- Elisa Ansoleaga, Diego Portales University, Chile
- Dr. Judith Balcerzak, International University for Graduate Studies; California Lutheran University, USA
- Alexina Baldini, Enable Workplace Consulting, Australia
- Kate Blackwood, Massey University, New Zealand
- Sara Branch, Griffith University, Australia
- Jo Brown, DignityWorks, United Kingdom
- Anne Marie Byrjalsen, AKON, Denmark
- Shelley Connell, Enable, Australia
- Ria Deakin, University of Huddersfield, United Kingdom
- Lisa DeSanti, Jacobs, Inc., United States
- Nikola Djurkovic, Swinburne University of Technology, Australia
- Roslyn Gaskell, Roslyn Gaskell Pty Ltd, Australia
- Diana Gheorghe, Home, The Netherlands
- Jerry Goodstein, Washington State University, United States
- Karen Grogan, Torrens University, Australia
- Sabine Hammond, APS, Australia
- Lynn Harrison, Black Tusk Leadership, Canada
- Richard Kasperczyk, RTK Corporate HR, Australia
- Alie Kuiper, Bezemer kuiper & schubad, The Netherlands
- Kirsten Mageroy, Private practise, Norway
- Julie-Anne McDougall, PEEL HR, Australia
- Gloria Myers-Clark, Massachusetts Department of Mental Health, US
- Miguel Olivas-Lujan, Clarion University of Pennsylvania, United States
- Sheryl Ramsay, Griffith University, Australia
- Sue Russ, New Zealand Defence Force, New Zealand
- Cathryne Schmitz, University of North Carolina Greensboro, USA
- Anisiata Soagia-Pritchard, New Zealand Defence Force, New Zealand
- David Tappin, Massey University, New Zealand
- Vicki Webster, Incisive Leaders, Australia
- Robin Wood, Think Psychology Solutions Deakin ACT 2600, Australia
- Lindiwe Zungu, University of South Africa, South Africa

Please don’t forget to join us on LinkedIn. If you have a profile on LinkedIn, go to 'Group directory' and search for 'IAWBH' (members only).
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 June 2016. Please inform us about:

- your published work,
- 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 great deal of our members.

Please send your contribution for the newsletter before the 1st of June 2016 to: a.hubert@hubertconsult.nl

Adrienne Hubert,
Board member (Communications),

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.