

## Why Hire an Executive Coach Who Specializes in Working with Abrasive & Bullying Employees

1. Do you have a potential abrasive behavior or “bully” problem in your organization\*?
2. Are you confident, you can believe the person complaining about abrasive or bullying behaviors?
3. Do you feel that both parties involved in the conflict might be at fault?
4. Have you tried admonishing, threatening, or isolating an aggressive employee but nothing’s changed?

If you answered yes to just two of these questions, then you probably have a serious problem with an abrasive or bullying employee. You need help from an Expert.

### Ten Reasons to Hire a Workplace Bullying Expert

1. **The dynamics of abrasive and bullying behaviors are complex and fraught with emotion**, requiring highly specialized skills, experience and knowledge. It is *not* for the faint-at-heart.
2. **Management won’t “step in”** because many managers and corporate leaders don’t know what to do and are afraid they will make things worse.
3. **It’s a crucial *and smart* business investment** because oftentimes abrasive people are valuable contributors to the organization.
4. **Bullying situations rarely disappear by themselves** because bullying behaviors “work” for the bully (and **NOT for the organization**).
5. **On or off-site “enlightening” training programs don’t work**, because these programs require abrasive or bullying persons to self-identify *and* then improve. Research proves that this just doesn’t happen so the problems continue.
6. **Workplace bullying and abrasive behaviors are multi-billion dollar problems** due to losses from lower productivity, higher medical costs, rapid employee turnover, depressed company reputation, and a lack of respect for leaders.
7. **Bullying trickles up...To you.** Everyone expects something to be done to stop the behavior. If you do not act, you’re branded as weak and ineffective.
8. **Peace of Mind:** You are doing everything possible to remedy the situation.
9. **Specialized coaching may mitigate against future costs.**
10. **The potential for positive change.** Your action may turn a terrible and costly workplace into a manageable, productive and effective workplace

#### **Specially trained and experienced coaches can help individuals who are abrasive or bullying.**

Why? They comprehend the nature and underlying dynamics of interpersonal conflict. These professionals use specific approaches and strategies based on the behaviors and characteristics of abrasive and bullying people *and* their targets, that can **help you, help everyone involved.**

As your specialist Kathleen has the practical experience, training, and education to evaluate and address your company’s difficult inter-personal tensions. Her background includes:

- 30 years of leadership and management roles in academic administration
- Over 20 years handling workplace and academic interpersonal conflicts
- Degrees and training in research Sociology, Executive Management, and Executive Coaching

#### **Sound familiar? Eleven Examples of Workplace Abrasive or Bullying Behaviors**

- Employee breaks rules, shirks responsibilities and cannot be managed.
- Manager afraid of the employee who breaks rules and shirks responsibilities.
- Someone on team undermines trust by intimidating others.
- Employee with key technical skills is berating everyone and behaving like a martyr by doing everything himself.
- Manager consistently delivers but no one likes it because of outbursts and tantrums.
- Employees’ poor peer reviews report bullying and intimidating behaviors.
- HR manager receives regular confidential inquiries about a manager but no one is willing to file a formal complaint.
- Manager loses sleep because of another manager who is verbally abusing her.
- Employee with stellar record is promoted and is now failing.
- Bitter and angry employee is demoted because of poor leadership but has not changed behavior.
- New employees refuse to tolerate the behavior of long-standing employee and a flock of complaints have been filed.

A recognized expert, Kathleen presented her latest research findings and evaluation tools at the 7<sup>th</sup> International Conference on Workplace Bullying and Harassment held in Wales, June, 2010. She is also a frequent guest on radio shows, consults with organizations throughout the world, and offers individual, group, and tele-seminar coaching and training programs.

### **Start Your Journey To a Bully-Free Workplace**

**Step 1:** Take the workplace bullying assessment to determine what type of abrasive or bullying you have ([Karen link to new assessment tool](#))

**Step 2:** Arrange for a confidential consultation with Executive Coach and specialist Kathleen Schulweis to explore your options.

**Step 3:** Kathleen will, per your direction:

- 1) Review the assessment to determine what type of bullying you have
- 2) Evaluate the experiences of employees
- 3) Interview the identified abrasive or bullying employee
- 4) Establish and implement a coaching plan based on overall findings and best practices in the field of conflict & confidence coaching
- 5) Help you to create a usable workplace abrasive behaviors policy

Kathleen Schulweis is an executive coach to *leaders choosing to respond to workplace conflicts*, to *identified workplace bullies and abrasive employees*, and to *targets of workplace bullying behaviors*. Typical situations Kathleen handles include dysfunctional and unproductive, abrasive and bullying behaviors.

Kathleen's *proprietary coaching models* help clients strategically achieve key leadership objectives by helping them creating a more functional, productive, and profitable workplace.

Kathleen Schulweis, PCC  
Confidence Connections, Founder