

1. Record Nr.	UNINA9910467356203321
Autore	Perez Patti <1967->
Titolo	The drama-free workplace : how you can prevent unconscious bias, sexual harassment, ethics lapses, and inspire a healthy culture // Patti Perez
Pubbl/distr/stampa	Hoboken, New Jersey : , : Wiley, , [2019] ©2019
ISBN	1-119-54643-5
Edizione	[1st edition]
Descrizione fisica	1 online resource (275 pages)
Disciplina	658.3/12
Soggetti	Personnel management Employee morale Problem employees Organizational behavior Corporate culture Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Diagnosis drama : what you can do to identify, prevent, and fix workplace drama -- "Hiking" to the top of the healthy workplace culture pyramid -- A DIY roadmap for creating and maintaining drama-free culture.
Sommario/riassunto	Eliminate sexual harassment, unconscious bias, ethical lapses and other HR nightmares! Companies spend millions on legal compliance training and initiatives to eliminate workplace drama and the resulting low morale and lawsuits, but don't always get the results they want. Most organizations understand that simply checking legal compliance boxes around sexual harassment, bias, etc. isn't enough, but are at a loss on how to implement solutions, especially in today's post-#MeToo world. Patti Perez is an attorney, HR expert, trainer, and former state regulator, who has conducted over 1,200 workplace investigations. In this unique book, she explains the secret to avoiding all forms of drama, legal exposure, and low morale: A healthy workplace culture. Patti combines the lessons learned from 25 years of professional

experience with robust data from behavioral science research to debunk common myths, including the belief that a focus on legal compliance leads to a healthy workplace culture. (In fact, it increases the likelihood of getting sued). The Drama-Free Workplace includes a section with easy-to-understand causes, effects and solutions to problems related to: Sexual harassment Bias and diversity Ethics lapses The book also includes helpful information on: Becoming an organization that values and practices fearlessness, fairness and freedom Anticipating situations that give rise to drama, with detailed advice on how to prevent it from happening Using emotional intelligence to communicate more precisely and persuasively about sensitive, controversial topics in the workplace Finally, the book's DIY section guides companies on how to: draft and enforce helpful policies (that employees will actually read and \*want\* to follow) design and deliver powerful and effective training programs investigate and resolve claims of sexual harassment and other types of misconduct. Together, these practical tools will help all your employees feel valued and motivated, and keep drama, disengagement, and lawsuits, away.

---