

## WE NEED TO M.E.E.T. Managing for Respect in the Workplace

Creating and maintaining a respectful work environment begins with managers. Success depends on their ability to recognize, respond to and resolve issues between employees. This program offers a version of M.E.E.T targeted to managers and supervisors. The focus is on the legal and organizational responsibilities managers have in establishing a respectful and inclusive working environment.

### About the Program:

The best way to improve productivity and maintain respect in the organization is to teach your managers and supervisors to say “we need to meet.” This will not only help them fulfill their obligations to the organization, but it will bring them closer toward finding that common ground of respect. ***We Need to M.E.E.T.*** teaches managers how to recognize, respond to and resolve day-to-day workplace situations that can rise out of cultural differences. This program will help managers know how to promote a respectful and inclusive working environment while maintaining the organization’s laws, policies and values.

### After completing the Workshop, participants will be able to:

- Identify the management responsibilities for maintaining and promoting a respectful and inclusive workplace
- Distinguish among illegal, impermissible and inappropriate conduct in the workplace
- Use the four steps in the M.E.E.T. model to address day-to-day workplace situations

### Situations covered include:

- How discussions of outside events at work can disrupt working relationships
- How playing off stereotypes, even when it is intended as “just a joke,” can contribute to a disrespectful working environment
- How a misconception of an organization’s efforts to be inclusive can lead to perceptions of discrimination and exclusion
- How reactions to differences in sexual orientation can strain working relationships

**Target Audience: Managers and Supervisors**

**Course Length: 1, 4.5 and 6.5 Hour Options**