

CIPMA-HR LUNCHEON MEETING MINUTES
WAYS TO DIFFUSE THE WORKPLACE BULLY

NOVEMBER 8, 2006

1. Welcome – by CIPMA-HR President Jenny Roney. The meeting commenced at 12:15 p.m.

2. Announcements
 - Jenny announced that Monique Nowlin won the drawing for the cost of registration for the IPMA-HR conference held last month in October in Las Vegas, NV. Monique deferred her prize to Armand Paez. The drawing was held among those CIPMA-HR members who completed a survey for program ideas for 2007.

 - Armand commented on the success of the IPMA-HR conference in Las Vegas and mentioned that a highlight of the conference was a discussion about generational differences and how these differences are impacting the workplace.

 - Elena mentioned that she is working on programs for 2007 and encouraged everyone to submit program/speaker ideas to her as soon as possible.

3. Introduction of the speaker by Jim Dembowski. The title of the workshop was “Ways to Diffuse the Workplace Bully” and was presented by Scott Barash, LCSW from the County of Ventura.
 - Excellent presentation and handout by Mr. Barash! Some of the highlights include: a discussion of the difference between the “bully” and the creation of a hostile work environment; emphasis on the fact that the employee needs to take responsibility for their part of the problem and examine what it is the employee needs to work on; a discussion of the micro-manager; discussion of manager’s responsibility in building the employee’s self-esteem.

Meeting adjourned at 1:30 p.m.