

Sharon E. Harrington brings over 25 years' experience facilitating workplace learning and mediating issues surrounding internal conflict that can be time-consuming, disruptive, and costly. She is a professional in adult learning with expertise in connecting applicable communication skills that drive business strategies and core values to a vision of measured success. She has helped leaders see visible results in conflict and stress reduction by providing employees at all levels with empowering skills and techniques to self-navigate difficult and uncomfortable workplace situations before they become explosive.

Amediate, LLC, provides consulting services that include analyzing organizational effectiveness, focus group facilitation, custom designed courses to address identified skill gaps for strategized growth, employment discrimination investigations, employment mediation and public speaking.



P.O. Box 1206 | Norfolk, VA 23510 | 757-292-0012
P.O. Box 360127 | Decatur, GA 30036
www.AmediateLLC.com
contact@AmediateLLC.com



Sharon E. Harrington, MA, CPLP

Looking for a speaker to kick-start the workplace conversation?

--A few topics that might interest you.

- Managing Bad Behavior in the Workplace: What it could cost you if you don't
- Preventing Workplace Harassment --Are we missing something?
- Equality, Equity, Diversity & Inclusion: How Does Your Organization Measure Up?
- Effectively Navigating Uncomfortable Workplace Situations
- Navigating Conflict in the Workplace: Why it doesn't have to be an Obstacle Course
- Creating the High Impact Learning Culture

1) Managing Bad Behavior in the Workplace: What it could cost you if you don't (60-90 minutes) (1 HRCI certification credit)

We can all recognize bad behavior when we see it, and we clearly know how it feels when we are the target. The research is out, and the conclusion is clear, bad behavior in the workplace is costing organizations billions to their bottom line profits leading to failed targeted goals when nothing is done. This session will provide managers and Human Resources professionals with insight in identifying early indicators of behaviors that are most likely to lead to costly issues down the road and tips on steps to take for early intervention to create a culture that reforms or weeds out the bad actors.

Learning Objectives:

Describe the top three learning or service objectives of the program.

- 1)** Identify data needed to calculate and put real dollar figures to the obvious and hidden costs of having a blind eye to workplace behavioral issues.
 - 2)** Interpret how your organizational culture defines “Bad Behavior” in policy and in reality.
 - 3)** Apply kick-start methods for defining and embracing a culture of courteous behavior, and addressing current “Elephant in the Room” issues that could be costly down the way.
-

2) Preventing Workplace Harassment --Are we missing something? (60-90 minutes) (HRCI certification credit pending submission)

Workplace harassment can create a toxic environment that affects the targeted individuals as well as observers in the background. Numerous efforts have been made to decrease claims of workplace harassment, however, statistics show that 61% of people contend harassment/ bullying in the workplace is current and on-going. This interactive session addresses empowering communication skills employees can develop for speaking up when they are hurt and feeling harassed –as well as empathetic listening skills for understanding when they are told their behavior is offensive. Leaders are given skills for removing the clouded lens that focuses on what not to do to stay out of trouble with EEOC --and replacing it with an open lens that focuses on behaviors that support an inclusive and engaging environment in which all employees feel they belong. Creating such an environment empowers and encourages a committed team to self-navigate disagreements early on before they reach troubling outcomes.

3) Equality, Equity, Diversity & Inclusion: How Does Your Organization Measure Up? (60-90 minutes) (HRCI certification)

Participants will examine leading measures adopted by organizations for creating workplace diversity and inclusion, explore the effectiveness of those measures and identify methods for improvement.

4) Effectively Navigating Uncomfortable Workplace Situations

(This topic presented at Florida 2016 TAPS)

This session will provide insight into identifying behavior indicators that could cause workplace morale to deteriorate rapidly and strategies for addressing them.

5) Navigating Conflict in the Workplace: Why it doesn't have to be an Obstacle Course

(60-90 minutes) (HRCI certification credit pending submission)

Conflict is inevitable, yet when unresolved, it can paralyze an organization. We simply cannot always avoid it and pretend it does not exist, regardless of how hard we try. We will, at some point, find ourselves in uncomfortable situations wishing we knew what to do at that moment to make the discomfort go away. But what if we learned how to navigate that discomfort through self-empowering skills that gave us the courage to embrace our uncomfortable feelings with the confidence of a resolved outcome?

This interactive session will provide participants with an understanding of the power and significance behind the discomfort and the opportunity to challenge personally ingrained assumptions that keep us in fear. Embracing a mindset that seizes the opportunities in conflicting perspectives can be the breakthrough for resolution and quickly propelling a team forward.

6) Creating the High Impact Learning Culture – The Ultimate Competitive Advantage That Leaders Want to Hear

(60-90 minutes) (HRCI certification credit pending submission)

Studies are revealing that the biggest impact on business success is the strength of the learning culture within the organization. Strong learning organizations can quickly collect and process new environmental information, adapt to the market demands and trends without much disruption --and embrace new products, services and processes without missing a noticeable beat. Collaboration in learning can also lead to increased knowledge and skills for quickly resolving conflict often resulting from communication misinterpretation. Since creating this culture can sometimes be easier said than done, it is the learning and human resources professional who becomes the change agent for advocating to organizational leaders the business competitive advantage.

This session will address and define the elements of a learning culture and share research data that supports the propelling impact of embracing such mindset. We will also explore how a shared learning culture can be the gateway to building a trusting foundation for navigating through misunderstandings. Businesses are turning a corner and appreciating more vividly that it is the people within the organization with the “talent and skills” that offer the greatest competitive advantage –thus propelling Learning and Human Resources professionals to the forefront. Are you ready?
