



JSAHR
Jersey Shore
Association for
Human Resources

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Human Resources is a SHRM affiliated
chapter*



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Dealing with Toxic and Bullying Employees

Many companies recognize that toxic and bullying behavior can reduce productivity, impact employee turnover, and even affect the bottom line. According to the Workplace Bullying Institute*, up to one third of workers may be the victims of workplace bullying. And a growing number of states, including New Jersey, are considering legislation that would let workers sue for on-the-job harassment that causes physical or emotional harm. How can HR leaders help the business get ahead of this problem? How can they take an active role in ensuring a “healthy” workplace environment? Robert Micera, SPHR, addresses this difficult topic head-on. He discusses the behaviors of toxic employees and the characteristics of a bullying workplace culture. He shares strategies to deal with employees and diffuse toxic environments. Learn how to maximize talent contributions while you minimize the risk of toxic and bullying behavior. *

<http://www.bullyingstatistics.org/content/workplace-bullying.html>

Upon completion of this presentation, participants will be able to:

- Understand the broad impact of toxic employees on productivity, corporate culture.
- Learn how to identify the symptoms of toxicity and bullying early on.
- Learn how to deal with employees who exhibit toxic/bullying behaviors

About the Speaker: Robert Micera is a Sr. Director of Corporate Human Resources for ADP. He has directed HR functions for firms with 200 to over 60,000 employees. His HR approach and business mindset have allowed him to adapt to multiple industries. He is known for his visionary strategic approach and is the author of “Right to the Point”, The RDM Employer of Choice Model: Creating a Great Work Environment.



Date: Thursday, May 14, 2015
7:45 AM Networking and Breakfast;
9:00 AM – 10:00 AM Program,
Jumping Brook Country Club
210 Jumping Brook Rd, Neptune NJ
www.jumpingbrookcc.com

RSVP by 4:00 PM on
Friday, May 8, 2015
online at <http://jsahr.shrm.org/events>
OR by contacting, via e-mail at
jsahr.shrm@gmail.com
or JSAHR’s voice mail (732) 270-5204

Registration Fee including breakfast
\$30 for JSAHR members,
\$40 for non-members,
\$25 for In-Transition & JSAHR Guests
\$10 for Students with valid ID
\$10 additional fee for walk-ins
No shows will be billed

Special Notice
*This program is pending approval for 1.0
Professional Development Credit toward
SHRM-CP, SHRM-SCP through SHRM and
PHR, SPHR, and GPHR recertification
through the HRCI.*

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