

# Dignity and Respect in The Workplace

In-company one day programme  
delivered by Resolve Ireland

Dignity at work is a factor in play throughout the entire employee lifecycle and it requires constant awareness and management skill.

This one-day programme is designed around the principles of respect, fairness, and dignity in the workplace. It focuses on how to ensure these principles are upheld at every stage of an employee's journey within an organisation.

The training outcomes will empower line managers and HR managers to comply with the relevant protective legislation, promote best practice and learn how to deal effectively with issues that can arise in the workplace at all stages of the employment relationship.

Central to our programme are the lifecycle stages of the employment relationship and how they relate to creating and maintaining an effective culture of Dignity in the Workplace. See below for the areas under each stage covered in the programme.

## **Recruitment:**

- Advertisement
- Interview
- References
- Note keeping and interview records

## **Onboarding and probation:**

- Induction to company culture
- Tools to perform the role
- Review and feedback
- Awareness of policies
- Support person

## **Managing the working relationship:**

- Performance management
- Constructive feedback
- Career development
- Dignity and respect
- Warning signs/early intervention
- Safe environment for reporting and handling complaints
- Issue investigation

## **Exit and departure:**

- Exit interviews
- Redundancy
- Constructive dismissal
- Data and records

## **Programme Facilitators:**

These programmes will be delivered by Miriam Maher and Yvonne O'Sullivan. Our extensive third-party practitioner and HR experience informs our training. We use our experiences, along with examples from relevant case law, codes of practice and interactive group discussions to ensure the programme is relevant, informative and of lasting value for the participants.

**For further information**, please contact Miriam Maher, Managing Director, Resolve Ireland  
[miriam@resolveireland.ie](mailto:miriam@resolveireland.ie).

All our programmes can be tailored in line with the organisation's specific requirements.