

Risky Business

Managing Employee Violence
in the Workplace



Lynne Falkin McClure, PhD

Risky Business Managing Employee Violence In The Workplace

Don Philpott, Don Grimme



Risky Business Managing Employee Violence In The Workplace:

Risky Business William Winston, Lynne F McClure, 2014-06-03 *Risky Business* tells in plain language the specific behaviors that indicate an employee has the potential to become violent and it tells managers what to do and what not to do to prevent workplace violence. Author Lynne Falkin McClure describes in clear detail the eight major categories of behavioral clues to violence and includes anecdotes from work settings to help managers and others identify potentially violent employees. Most importantly, she emphasizes the precautions and steps managers must take when they see these clues in an employee's behavior and how to create and maintain a work environment that is likely to protect everyone. Including the hiring appraisal training process, *Risky Business* focuses on system-wide ongoing prevention steps organizations can take to protect everyone in the workplace. The book points out for readers informal organizational policies that unwittingly encourage potentially dangerous behaviors in employees and then offers alternative policies that create and maintain a safer environment. Managers, members of personnel, and public relations representatives learn how to deal effectively with the fears of workers and customers should a violent event occur that affects the company's morale and image. However, readers are certain to gain the skills and foresight necessary to avert disaster before it strikes. Lynne Falkin McClure PhD is a management consultant, workshop designer, facilitator, and public speaker in Tempe, Arizona. President of McClure Associates Management Consultants Inc. since 1980, she specializes in work relationships and conducts in-house workshops for corporations and government agencies. Through The McClure Institute in Tempe, she offers intensive 5-day courses for executives, directors, and managers as well as for EAP specialists and mental health professionals on how to identify and prevent potential workplace violence. Dr. McClure has been a guest on several national shows, including appearances on Maury Povich, Between the Lines, Associated Press, Broadcast News, Good Day Atlanta, Market Talk, KWHY TV, America's first all-financial station, and Wireless Flash San Diego.

Risky Business William Winston, Lynne F McClure, 2014-06-03 *Risky Business* tells in plain language the specific behaviors that indicate an employee has the potential to become violent and it tells managers what to do and what not to do to prevent workplace violence. Author Lynne Falkin McClure describes in clear detail the eight major categories of behavioral clues to violence and includes anecdotes from work settings to help managers and others identify potentially violent employees. Most importantly, she emphasizes the precautions and steps managers must take when they see these clues in an employee's behavior and how to create and maintain a work environment that is likely to protect everyone. Including the hiring appraisal training process, *Risky Business* focuses on system-wide ongoing prevention steps organizations can take to protect everyone in the workplace. The book points out for readers informal organizational policies that unwittingly encourage potentially dangerous behaviors in employees and then offers alternative policies that create and maintain a safer environment. Managers, members of personnel, and public relations representatives learn how to deal effectively with the fears of workers and customers should a violent event occur that affects the company's

morale and image However readers are certain to gain the skills and foresight necessary to avert disaster before it strikes Lynne Falkin McClure PhD is a management consultant workshop designer facilitator and public speaker in Tempe Arizona President of McClure Associates Management Consultants Inc since 1980 she specializes in work relationships and conducts inhouse workshops for corporations and government agencies Through The McClure Institute in Tempe she offers intensive 5 day courses for executives directors and managers as well as for EAP specialists and mental health professionals on how to identify and prevent potential workplace violence Dr McClure has been a guest on several national shows including appearances on Maury Povich Between the Lines Associated Press Broadcast News Good Day Atlanta Market Talk KWHY TV America s first all financial station and Wireless Flash San Diego

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***The Workplace Violence Prevention Handbook* Don**

Philpott,Don Grimme,2009-09-15 Workplace violence can occur anywhere schools office buildings hospitals or late night convenience stores It can occur day or night inside or outside of the workplace and it can include threats harassment bullying stalking verbal abuse and intimidation Left unchecked workplace violence can lead to physical assaults and homicide This handbook tackles this often overlooked but pervasive problem and provides a comprehensive five step process for

understanding and preventing it **OSHA Management Guidebook** Daniel Farb, Bruce Gordon, 2005 This guidebook will develop the knowledge of OSHA compliance management while teaching readers how to run an OSHA program and prevent injuries It is a package consisting of the most important areas that an OSHA manager needs to know Upon completion readers will have attained a superb knowledge of OSHA regulations and how to administer them **Violence at Work** Duncan Chappell, Vittorio Di Martino, 2000 This report provides an understanding of the nature of workplace violence and suggests ways of preventing it It highlights best practice and successful methods of prevention illustrating the positive lessons to be drawn from such experience **The New Manager's Tool Kit** Don Grimme, Sheryl Grimme, 2008-11-30 In this helpful guidebook authors Don and Sheryl Grimme provide a fresh friendly approach to tackling the challenges of management and leveraging your new position to help your organization succeed Novice managers have their work cut out for them all new skills to learn different personalities to deal with and greater responsibilities to fulfill The New Manager's Tool Kit provides you with fast powerful lessons to help them increase productivity unlock hidden talent work with different types of people communicate effectively diagnose problems coach both good and problematic employees encourage teamwork avoid burnout eliminate conflict and nurture the next generation of managers With lessons covering both basic management skills as well as more advanced leadership tactics and bonus tips to help managers overcome the most difficult leadership challenges The New Manager's Tool Kit provides those charged with managing and leading others the tools and real world knowledge they need to succeed and open themselves up for further advancement *The Violence Volcano* David D. Van Fleet, Ella W. Van Fleet, 2010-02-01 The Violence Volcano is for managers and workers in all types of business and government organizations including law enforcement and other first responders Its purpose is to assist all organizations and their employees in fulfilling their obligations under U S Government regulations to reduce the risks of any and all forms of violence that affect workers during the time they are carrying out their duties as employees The Violence Volcano is written at an appropriate level for either self study training programs or classroom settings It could be used as a supplement in business educational administration criminal justice and law enforcement classes or other academic and trade programs Key features of the book Uses the volcano metaphor to provide a simple and unique way to help readers understand and remember how violence builds Provides a broader approach than other books toward recognizing and dealing with the issue of workplace violence including both internal and external causes as well as signs of impending acts of violence Identifies and discusses the nature and complexity of violence in a variety of workplaces Helps management compare violence prevention costs with the immediate and direct costs plus the delayed and hidden costs of violent incidents at work Helps management employees and law enforcement personnel recognize environmental and organizational influences on employee behavior Helps management and employees develop an awareness of personal characteristics and work behaviors that build toward violent behavior so that timely intervention can perhaps eliminate the threat of violence Assists management in establishing a

crisis management team an organizational crisis plan a violence intervention plan and a post violence trauma plan Develops a comprehensive definition of workplace violence and examines its rapid growth Suggests administrative ways of reducing risks such as establishing anti violence policies improving asset security and providing an adequate support system Introduces the topics of legal responsibilities and liabilities and working with law enforcement Violence Assessment and Intervention Florian,James S. Cawood,Michael H. Corcoran Ph.D.,2008-12-22 Behavioral science has revealed a wealth of information concerning violence assessment in a wide variety of situations but the challenge confronted by those dealing with potentially hostile populations is the effective application of this knowledge Now in its second edition Violence Assessment and Intervention The Practitioner s Handbook Secon **Violence Assessment and Intervention** James S. Cawood, CPP,Michael H. Corcoran, Ph.D.,2003-06-27 If you are responsible for people they want and expect you to keep them safe on a regular basis Violence Assessment and Intervention The Practitioner s Handbook shows you the most effective way to take the initial data and make quick decisions about whether the situation requires an immediate response with full resources or a less intense response It gives you easy access to the information you need not only to handle emergency situations but also to prevent them The principle focus of this book is not sociological theory or even clinical assessment but practical intervention monitoring and control of violence It presents techniques for use in any situation whether you are a mental health professional doing phone intake from a victim of domestic violence a corporate human resource or security person getting a call about an incident that just occurred or a law enforcement officer encountering a potential suicide Using flow charts and step by step instructions developed while handling thousands of cases the authors give practical advice on how to recognize the signals of potential violence by individuals identify probable victims and assess escalation of the threat Written specifically for the practitioner this book provides practical effective methods of violence assessment and intervention During this time of increasing concern about security threat assessment and profiling for violence prediction Violence Assessment and Intervention The Practitioner s Handbook gives you the tools to decrease the chances of violence and increase safety in your organization

Unveiling the Power of Verbal Art: An Psychological Sojourn through **Risky Business Managing Employee Violence In The Workplace**

In a global inundated with screens and the cacophony of quick connection, the profound energy and mental resonance of verbal art frequently diminish in to obscurity, eclipsed by the constant barrage of noise and distractions. Yet, located within the lyrical pages of **Risky Business Managing Employee Violence In The Workplace**, a captivating perform of literary brilliance that pulses with fresh emotions, lies an memorable journey waiting to be embarked upon. Published by way of a virtuoso wordsmith, that interesting opus guides visitors on an emotional odyssey, lightly exposing the latent potential and profound impact embedded within the complex internet of language. Within the heart-wrenching expanse with this evocative examination, we shall embark upon an introspective exploration of the book is key themes, dissect its captivating writing model, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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