

# Navigating Workplace Bullying

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Finding Resilience and Feeling Joy  
Even in Crisis

VIP Workbook



Hosted by

*Andy Regal*

# Navigating Workplace Bullying

## Finding Resilience and Feeling Joy Even in Crisis

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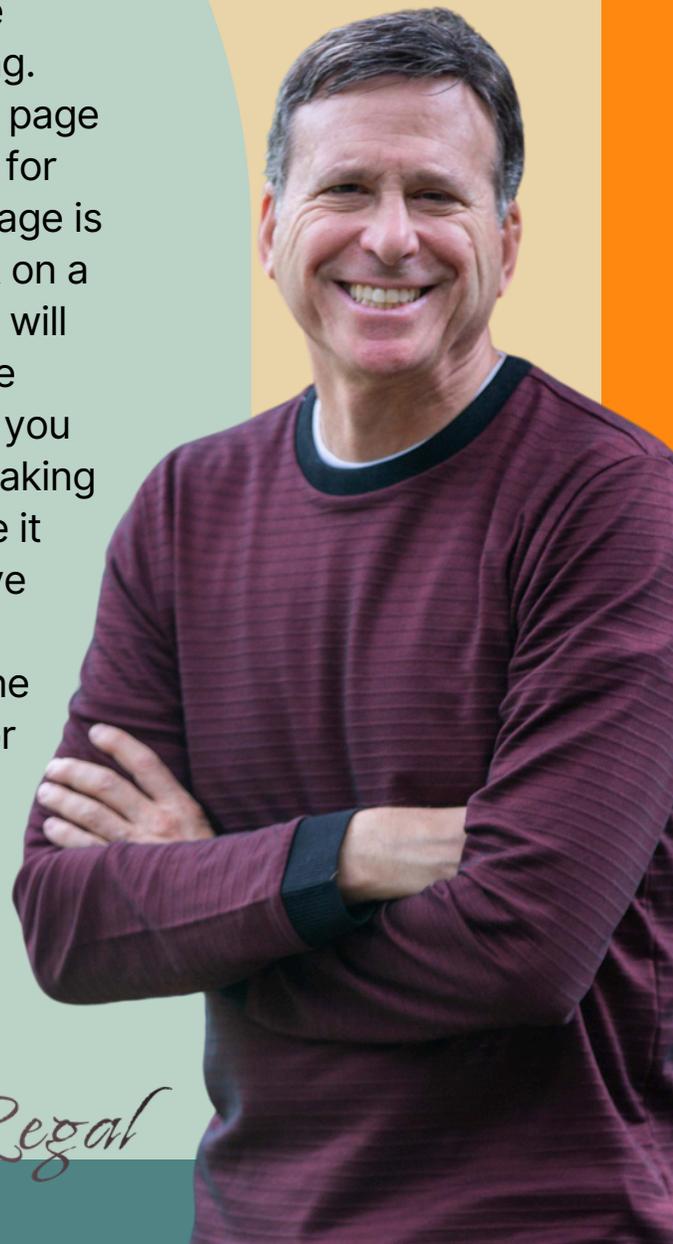
Please allow me to thank you for being a part of the Navigating Workplace Bullying Online Summit, AND treating yourself to the All Access Pass upgrade. You've made a great decision.

I've interviewed the absolute best for you. Even a single takeaway from one of these interviews can make a huge difference for you as you navigate your toxic workplace. We have 26 amazing speakers who are all sharing their insights and wisdom to help you confront workplace bullying and regain control of your professional life.

As a part of your VIP upgrade, we are providing this workbook. The speaker's individual pages are arranged according to the day they're speaking. We have the summit's daily schedule listed on page 4 of this workbook, but to make it even easier for you, each speaker's picture on the following page is hyperlinked to their individual page. Just click on a speaker's picture on the following page, and it will take you where you want to go. There is ample space on each speaker's page to take notes – you can do so directly in the PDF, or if you prefer taking handwritten notes, print this PDF out and have it with you when you watch the interviews. We've also provided an impactful quote from each speaker's interview - I suggest you print out the ones that speak most to you and post them for motivation and encouragement.

Please enjoy the summit and all the world-class speakers that we've gathered together for you and use this workbook to make your experience more meaningful.

*Andy Regal*



# Navigating Workplace Bullying

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Host and Speaker *Andy Regal*



**Dr. Adam Harrison**



**Diana Alt**



**Gregg Ward**



**Dr. Kristy Taylor**



**Megan Carle**



**Dr. Alessandria Polizzi**



**Dorothy Dalton**



**Janine Hamner Holman**



**Dr. Leah Katz**



**Dr. Nanette Cowardin Lee**



**Andrea Morehead Allen**



**Dr. Dorothy Suskind**



**Dr. Jennifer Fraser**



**Linda Crockett**



**Paul Pelletier**



**Catherine Mattice**



**Dr. Gary Namie**



**Kimberly Williams**



**Dr. Ludmila Praslova**



**Ron Carucci**



**Professor David Yamada**



**Ginny Clarke**



**Kristen Zavo**



**Maya Sharfi**



**Dr. Suzanne Henwood**

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<b><i>Day</i></b>	<b><i>Title</i></b>	<b><i>Speakers</i></b>
Day 1 Monday, November 18	<u>Understanding the Impact of Bullying and Harassment</u>	Dr. Gary Namie Linda Crockett Andy Regal
Day 2 Tuesday, November 19	<u>Psychological Toll and Recovery from Workplace Trauma</u>	Dr. Suzanne Henwood Diana Alt Kim Williams
Day 3 Wednesday, November 20	<u>Invisible and Subtle Forms of Bullying</u>	Dorothy Dalton Dr. Dorothy Suskind Dr. Kristy Taylor
Day 4 Thursday, November 21	<u>Personal Stories and Lessons from Trauma</u>	Andrea Morehead Allen Megan Carle Kristen Zavo
Day 5 Friday, November 22	<u>The Legal and Policy Dimension</u>	Professor David Yamada Paul Pelletier
Day 6 Saturday, November 23	<u>The Path to Recovery: Building Strength after Workplace Bullying</u>	Dr. Jennifer Frazer Dr. Alessandria Polizzi Dr. Nan Cowardin Lee
Day 7 Sunday, November 24	<u>Building Resilience and Finding Strength</u>	Dr. Leah Katz Dr. Adam Harrison Dr. Ludmila Praslova
Day 8 Monday, November 25	<u>The Role of Leadership in Preventing Bullying</u>	Gregg Ward Ron Carucci Ginny Clarke
Day 9 Tuesday, November 26	<u>Taking Action and Moving Forward / Future Perspectives</u>	Catherine Mattice Janine Hamner Holman Maya Sharfi

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## Day 1

Understanding the Impact of Bullying and Harassment

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- Dr. Gary Namie
- Linda Crockett
- Andy Regal

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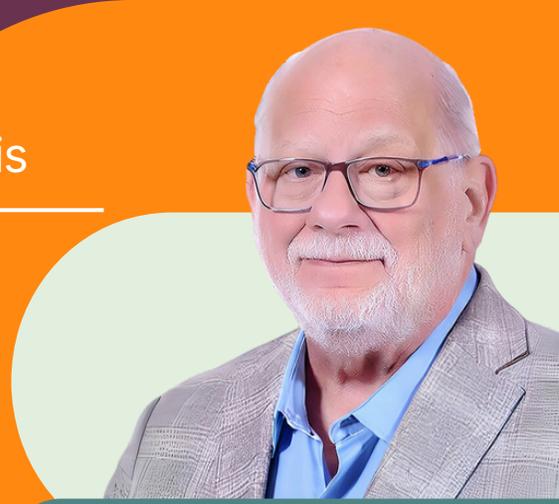
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## *The Founder of The Workplace Bullying Institute Speaks Out*

### KEYNOTES:

- Is your loyalty, dedication, popularity and productivity being a team player making you more vulnerable to bullying?
- Does your organization support bullying by allowing harmful bullying behavior cultures to thrive?
- Is your HR Department acting as an enabler rather than an antidote to workplace bullying?
- Signs that attitudes toward workplace bullying are shifting – particularly with younger generations



**Dr. Gary Namie**

Director/Co-Founder, Workplace  
Bullying Institute

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**“There’s no way you invited it. Was there ever a workday where you awoke and said, ‘Today I need a good dose of humiliation?’”**

-Dr. Gary Namie



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## ***Beyond Incivility: Recognizing and Addressing Workplace Bullying***

### KEYNOTES:

- The definition of workplace bullying
- Bullying in high-crisis professions – nurses, teachers and social workers can be particularly vulnerable
- The difference between ‘tough leadership’ and bullying – and when it crosses the line
- Being bullied causes isolation, shame and a feeling of being stuck



**Linda Crockett**

International Workplace  
Psychological Safety Expert

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**“You might not even realize you’re being bullied until you’re severely impacted – mentally, physically and emotionally. And by then, it can nearly destroy you.”**

-Linda Crockett



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## *From Trauma to Triumph: Healing After Workplace Bullying*

### KEYNOTES:

- Workplace bullying targets are most often high-performing, dedicated, well-liked employees
- Workplace bullying is widespread across all industries, affecting people regardless of privilege, position, or pay grade
- The importance of not tying self-worth to external validation in toxic workplace environments
- Four critical steps to healing: establishing safety, restoring self-worth, finding joy, and rekindling purpose



**Andy Regal**

Television Producer, Workplace Bullying Advocate and Author

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**"For a long time, I was my own worst bully. In fact, I was saying worse things to myself sometimes than the bully was saying to me."**

-Andy Regal



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## Day 2

Psychological Toll and Recovery from Workplace Trauma

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- Dr. Suzanne Henwood
- Diana Alt
- Kim Williams

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## *The Neuroscience of Workplace Bullying: Understanding how Trauma Affects Your Brain and Body*

### KEYNOTES:

- The insidious nature of workplace bullying, including exclusion, undermining and subtle forms of psychological abuse
- How neuroscience and understanding the body's physiological responses to bullying can aid in recovery
- It is important to identify and acknowledge workplace bullying early and seek support



**Dr. Suzanne Henwood**

Director and Lead Coach and Trainer:  
mBraining4Success

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**“This is not about you  
being weak or broken.  
This is your nervous  
system responding  
exactly the way it’s  
designed to do.”**

-Dr. Suzanne Henwood



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## *When Your Body Says 'Enough': Physical and Emotional Signs of a Toxic Workplace*

### KEYNOTES:

- The four cornerstones of an aligned career (right work, right leader, right environment, and right balance)
- Understanding how to identify a toxic workplace by listening to your body's signals and recognizing psychological and physical tolls
- The significance of communication and trust between employees and management, and the damage caused by micromanagement



**Diana Alt**

No BS Career and  
Executive Coach

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**“A psychologically unsafe work environment falls in your soul. It just eats and eats and eats at you.”**

-Diana Alt



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## *From Bullied to Empowered: An Executive's Journey to Reclaiming Her Integrity in a Toxic Workplace*

### KEYNOTES:

- The isolating experience of being bullied while an HR executive
- Prioritizing your mental and physical health to manage stress and maintain resilience
- The importance of integrity over fear
- The hidden costs of workplace bullying on organizations (including reduced productivity and increased turnover)



**Kim Williams**

Vice President of People,  
Culture and Media

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**“When I was  
bullied at work,  
I felt like my life  
was in danger.”**

-Kim Williams



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## Day 3

Invisible and Subtle Forms of Bullying

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- Dorothy Dalton
- Dr. Dorothy Suskind
- Dr. Kristy Taylor

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## *Subtle Bullying: Uncovering Microaggressions in the Workplace*

### KEYNOTES:

- Evolution in workplace bullying – from psychological harassment to more subtle, harmful methods
- Protecting yourself with self-advocacy and setting boundaries
- The lasting trauma and ongoing psychological harm that can be caused by workplace bullying



**Dorothy Dalton**

Keynote Speaker and  
Founder/CEO of  
3Plus International

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**“You’re not going to  
change that person...  
the most important  
thing is to protect  
your own  
well-being.”**

-Dorothy Dalton



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## *Isolation and Disconnection: How Workplace Bullying Shatters Belonging*

### KEYNOTES:

- Bullying isolates you from your colleagues and also from yourself
- The phenomenon of 'closed circles', created by bullies
- Bully targets are often loyal, devoted, popular and productive
- Strategies for healing and rebuilding after experiencing workplace bullying (community building; narrative writing; finding meaning, resiliency and joy even in adversity)



### **Dr. Dorothy Suskind**

Writer, Researcher, and  
Associate Professor at  
Longwood University

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**“We know the same areas in the brain that light up for physical pain light up for emotional pain. Bullying is not just a job conflict, it’s trauma.”**

-Dr. Dorothy Suskind



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## *The Roles of Microaggressions and Emotional Leadership Failures in Toxic Workplaces*

### KEYNOTES:

- The difference between micro and macro aggressions in the workplace
- How a lack of emotional control in leadership sets the tone for bullying
- Impact on Innovation and Turnover – Bullying stifles communication and innovation in workplaces



**Dr. Kristy Taylor**

Certified Career & Executive Coach and Founder of WORxK Solutions, LLC

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**“Bullying is not always the screaming; it’s the subtle things like microaggressions and favoritism that are often overlooked but can break someone down emotionally. ”**

-Dr. Kristy Taylor



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## Day 4

Personal Stories and Lessons from Trauma

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- Andrea Morehead Allen
- Megan Carle
- Kristen Zavo

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## *From Victim to Leading Advocate: A Healing Journey*

### KEYNOTES:

- The consequences and rewards of speaking up
- Psychological and emotional tolls of workplace abuse on individuals and their families
- Finding strength and speaking out – using one’s voice to create change in toxic work environments.

A portrait of Andrea Morehead Allen, a Black woman with short, curly hair, wearing a bright pink blazer. She is smiling and has her hand resting under her chin. The background behind her is a large orange circle on a dark purple background.

**Andrea Morehead Allen**

CEO, Clover Lane Media

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**“They might have taken my job, but they didn’t take away my career. My value and worth as a professional is still mine.”**

-Andrea Morehead Allen



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## *The Trauma of Workplace Bullying: Strategies to Defend, Pivot and Thrive*

### KEYNOTES:

- The concept of 'Walk Away to Win' and the challenges of leaving a toxic workplace
- Strategies for dealing with workplace bullying, including documentation and finding allies
- Developing better leaders to reduce bullying in workplace environments



**Megan Carle**

Consultant and Author of  
Walk Away to WIN

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**“It doesn’t feel good when your values are no longer aligned with your workplace. But it’s also a gift because it’s so obvious.”**

-Megan Carle



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## ***Finding Job Joy: Choosing Your Health Over a Toxic Work Environment***

### KEYNOTES:

- The importance of alignment between personal values and work environment for long-term fulfillment
- The physical and emotional cost of toxic workplaces, including migraines, burnout, anxiety, suicidal ideation and other emotional and physical outcomes
- Practical steps for individuals in toxic workplaces to regain control and start building healthier boundaries
- How a career coach can help you navigate workplace challenges and career transitions



**Kristen Zavo**

Executive + Job Search Coach,  
Author of Job Joy

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**“No one gives you a gold star and a badge for tolerating the most toxic environment. You have to care for yourself enough to make a change.”**

-Kristen Zavo



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## **Day 5**

The Legal and Policy Dimension

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- Professor David Yamada
- Paul Pelletier

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## *Building a Legal Framework for Workplace Justice*

### KEYNOTES:

- The distinction between everyday workplace conflicts and targeted, abusive behaviors
- Legal Gaps in Workplace Bullying
- The importance of legal protections
- Corporate Resistance to Anti-Bullying Legislation



**Professor David Yamada**

Professor of Law, and Director of  
New Workplace Institute

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**“Just because you  
can’t see the bruises  
doesn’t mean that  
your body hasn’t  
been harmed.”**

-Professor David Yamada



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## *The Hidden Epidemic: Exposing Workplace Bullying's True Cost*

### KEYNOTES:

- Workplace bullies often target successful, hardworking employees who are perceived as threats
- Bullying can cause severe physical and mental health issues, including adrenal gland dysfunction, sleeplessness, anxiety, depression and digestive problems.
- Organizational leaders often overlook the massive costs and risks associated with workplace bullying



**Paul Pelletier**

Chief Respect Officer of  
Paul Pelletier Consulting

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**“No job is worth losing your health over. Work should not feel like a war zone.”**

-Paul Pelletier



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## Day 6

The Path to Recovery: Building Strength after Workplace Bullying

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- Dr. Jennifer Fraser
- Dr. Alessandria Polizzi
- Dr. Nanette Cowardin-Lee

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## ***Healing the Bullied Brain: A Neurological Perspective***

### KEYNOTES:

- The physical impact of bullying on the brain, including changes visible in brain scans
- Subtle insults or slights can cause measurable damage to the brain, similar to more overt forms of abuse
- Bullying is normalized in many workplaces – but is now being recognized for its harmful effects (like smoking once was)
- Your brain is resilient and can heal from bullying trauma



**Dr. Jennifer Fraser**

Founder of  
The Bullied Brain

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**“All forms of bullying and abuse damage the brain but your brain is wired to repair and recover. It is a miracle what it can do.”**

-Dr. Jennifer Fraser



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## *From Burnout to Balance: Building Resilience in the Workplace*

### KEYNOTES:

- The impact of bullying on workplace burnout
- Psychosocial hazards in the workplace that contribute to burnout
- The importance of self-compassion, resilience and coping skills to overcome damage from toxic work environments



**Dr. Alessandria Polizzi**

Founder/CEO of  
Verdant Consulting

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**“Your boss has the same impact on your mental health as your significant other, more than your doctor and more than your therapist.”**

-Dr. Alessandria Polizzi



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## *Why Bullies Target the Best: Protecting Yourself in the Workplace*

### KEYNOTES:

- The Psychological Impact of Workplace Bullying - How workplace bullying reverses Maslow's hierarchy of needs
- Bullying is a widespread issue and is exacerbated by systemic issues like power imbalances and organizational neglect
- Bullying occurs even in remote settings – often through cyberbullying and surveillance



### **Dr. Nanette Cowardin-Lee**

Advocate and Author of  
10 Steps to Overcome Workplace  
Bullying

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**“I don’t have  
to be nice to  
bullies and  
neither do  
you.”**

-Dr. Nanette Cowardin-Lee



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## **Day 7**

Building Resilience and Finding Strength

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- Dr. Leah Katz
- Dr. Adam Harrison
- Dr. Ludmila Praslova

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## *From Self-Doubt to Self-Worth: How Mindfulness Transforms Your Response to Workplace Toxicity*

### KEYNOTES:

- The insidious nature of workplace bullying and its psychological impact
- Mindfulness as a transformative coping strategy when dealing with workplace bullying
- The role of self-talk as a response to bullying (both positive and negative)
- The importance of setting boundaries and maintaining a work-life balance



**Dr. Leah Katz**

Clinical Psychologist, Speaker,  
and Author of Gutsy

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**“Mindfulness in a nutshell is learning to be more present for what’s happening for you right now in this moment with compassion and trying to let go of judgement.”**

-Dr. Leah Katz



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## *Healing the Healers: Addressing Workplace Bullying in Healthcare*

### KEYNOTES:

- The impact of bullying on doctor's mental health and patient care
- What is 'tall poppy syndrome' and what does it have to do with workplace bullying?
- Emotionally intelligent, compassionate leadership is important for positive workplace cultures



**Dr. Adam Harrison**

Medical Director and  
Leadership Coach

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**“Kindness in the  
workplace is the  
antidote to these  
toxic cultures...  
It’s the gift that  
keeps on giving.”**

-Dr. Adam Harrison



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## *Dignity at Work: The Overlap Between Bullying, Discrimination and Neurodivergence*

### KEYNOTES:

- The Impact of Neurodiversity on Workplace Bullying
- The Overlap Between Bullying and Discrimination
- The Complexity of Bullying Recourse in the U. S. (including a dearth of legal tools)



**Dr. Ludmila Praslova**

Professor and Author of  
Canary Code

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**“It’s not about changing individuals... making autistic people less autistic doesn’t work. It’s about creating organizations where people can thrive.”**

-Dr. Ludmila Praslova



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## Day 8

The Role of Leadership in Preventing Bullying

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- Gregg Ward
- Ron Carucci
- Ginny Clarke

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## *Building A Culture of Respect in Today's Workplace*

### KEYNOTES:

- Is the increasing prevalence of 'public disrespect' bleeding into workplaces and causing more bullying and incivility?
- The difference between traditional 'command-and-control' leadership and respectful leadership
- Emotional intelligence and respect are essential for creating a positive workplace culture where people feel valued and motivated



**Gregg Ward**

Founder/Executive Director of The Center for Respectful Leadership

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**“Respect is reciprocal. If I treat you with respect, you’re very likely to treat me with respect.”**

-Gregg Ward



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## *Transforming Workplace Culture – Understanding the Disturbing Impacts of Bullying in the Workplace*

### KEYNOTES:

- Bullying is not only top-down, but can also be peer to peer or even bottom up (with subordinates gaslighting or manipulating superiors)
- Work environments can feel like prisons for employees, particularly when engagement and belonging are undermined by workplace bullying.
- Companies with healthier, more inclusive cultures significantly outperform their competitors across various metrics.
- Some leaders are unaware of how their behavior impacts others and can be receptive to feedback and coaching



**Ron Carucci**

Co-Founder, Managing Partner at  
Navalent

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**“People  
don’t quit  
jobs. People  
quit bosses.”**

-Ron Carucci



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## *Leadership with Integrity:*

### *Why Empathy Matters*

#### KEYNOTES:

- The insidious nature of workplace bullying and how it can manifest subtly
- The concept of conscious leadership – leading with empathy, integrity, and self-awareness
- Love is the key – self-love and knowing yourself, as well as employing love and empathy in effective leadership



**Ginny Clarke**

Conscious Leadership Expert

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**“Conscious  
leadership is  
about leading  
from the soul,  
not the ego.”**

-Ginny Clarke



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## Day 9

Taking Action and Moving Forward / Future Perspectives

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- Catherine Mattice
- Janine Hamner Holman
- Maya Sharfi

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## *Facing the Bullies: How One HR Leader Built Resilience and Created Change*

### KEYNOTES:

- Catherine's personal experience with workplace bullying as the head of HR
- How younger generation's perspectives and changes in workplace dynamics are contributing to shifts in handling workplace bullying
- Strategies for coaching abrasive leaders and bullies in the workplace



**Catherine Mattice**

Founder/CEO of Civility Partners

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**“The key to  
resilience is to  
make the  
decision to take  
your power  
back.”**

-Catherine Mattice



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## ***Workplace Toxicity: The Leadership Crisis We Can't Ignore***

### KEYNOTES:

- Workplace bullies often target the strongest, most capable employees
- Removing the bully is a start, but companies must carry through with tying anti-bullying metrics to performance reviews
- Younger generations' lower tolerance for toxic workplaces is creating increased turnover and recruitment challenges for organizations



**Janine Hamner Holman**

CEO of J & J Consulting Group

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**“When there’s a shark in the water, you don’t go out and try and rehabilitate the shark. You get everybody out of the environment of the shark.”**

-Janine Hamner Holman



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## *How Women Can Rise to the Top Through Workplace Inclusion*

### KEYNOTES:

- The impact of perfectionism on women's career advancement
- Recognizing and addressing unconscious workplace biases - how gender bias manifests subtly in workplace interactions
- Building alliances and overcoming isolation - strategies for women to forge meaningful professional relationships, counter exclusion and make their voices heard in male-dominated spaces



**Maya Sharfi**

Founder/Executive Coach of  
Build Yourself

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**“Women have to unlearn the behaviors of trying to please everyone and focus on strategic thinking, even when that means making tough choices and accepting that not everyone will be happy.”**

-Maya Sharfi



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## Meet our Host

Andy Regal is an “experienced” media executive, speaker, and soon-to-be-published author of “I Thought It Would Be Different: Workplace Bullying in the Dynamic World of the Newsroom”.

His career has spanned many major visible production roles, including Executive Producer, Executive Vice President of Programming, and VP of Original Programming at renowned organizations like Court TV, CNBC, and MSNBC. As the Global Head of Video at The Wall Street Journal, Andy led a dynamic team of journalists across global hubs in New York, Washington, San Francisco, London, and Hong Kong.

His work has earned him prestigious accolades such as the Loeb Award for Excellence in Business Journalism, the Associated Press Media Editors Award, “Innovator of the Year,” and Emmy nominations for his impactful consumer-focused programming on NBC.

Despite his success, Andy’s career was not without its challenges. For decades, he experienced workplace bullying and incivility, an ordeal that profoundly shaped his advocacy and commitment to fostering healthier work environments.

Andy’s story is one of resilience, self care, and dedication to change, inspiring those facing similar challenges to seek support and transformation.

To find out more about Andy and his forthcoming book, check out his website, [andyregal.com](http://andyregal.com)

*Andy Regal*

