





NAT WEBINAR Bullying In Strata: The Signs, The Facts - And Some Solutions STRATA SOLVE STRATA SOLVE STRATA SOLVE STRATA SOLVE STRATA

- Disclaimer
- Trigger warning

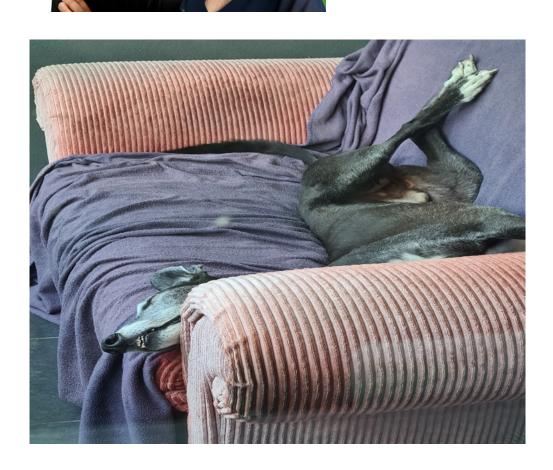




















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- We cannot deal with something which does not exist...
- Bullying

BULLYING-TYPE BEHAVIOUR (BTB)



• TAKEAWAY #1:

Words mean A LOT in strata



BTB: Felt and Experienced

- Not positive
- Experience and interaction
- Impacts on our perspective, thought, rationality



• TAKEAWAY #2:

Get support first – worry about strata second







- **Exclusion**
- Inconsistency
- Verbal aggression
- Physical aggression

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The Red Flags

- Tone
- High volume of emails or calls
- Body language changes
- Formality changes



The Red Flags

- Responsiveness changes
- Using third parties
- Word choices: 'demand', 'require', 'order'



Confronting Discussions

- What you are experiencing may be 100% appropriate
- Are your expectations realistic?
- Do you exhibit signs of BTB?



• TAKEAWAY #3:

Heed the signs and heed them early



BTB: What legislation gives us

- By-law enforcement
- Nuisance hazard interference
- Owner motions

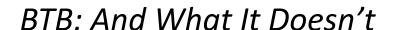
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BTB: What legislation gives us

- Voting rights
- Committee nomination
- Records access
- Dispute resolution process







- Minimum conduct standards
- Minimum qualifications
- Mandatory participation
- **Equal rights**
- Unlimited rights







- Manners
- Morals
- **Ethics**
- Respect



• *TAKEAWAY #4:*

Formal proceedings fan the flames







- 1. Pause, reflect, inhale
- 2. Have the confronting discussions 2A: Self-reflection
- 3. Log
- 4. Buffer

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Our Solutions

- 5. Engage
- 6. Lobby
- 7. Intervene
- 8. Change



FINAL TAKEAWAY

BTB loves inertia – so take ownership of the situation, as much as you can

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QUESTIONS

COMMENTS



REACH OUT

- chris@stratasolve.com.au
- 0419 805 898
- www.stratasolve.com.au
- www.lookupstrata.com.au

