

NAT WEBINAR

Bullying In Strata: The Signs, The Facts - And Some Solutions



LookUpStrata

STRATA
SOLVE

UNTANGLING
STRATA
PROBLEMS



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- Disclaimer
- Trigger warning

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

BULLYING-TYPE BEHAVIOUR (BTB)

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- ***TAKEAWAY #1:***

Words mean A LOT in strata

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BTB: Felt and Experienced

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

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- ***TAKEAWAY #2:***

Get support first – worry about strata second

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The Red Flags

- 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

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The Red Flags

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

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Confronting Discussions

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

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- ***TAKEAWAY #3:***

Heed the signs and heed them early

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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

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BTB: And What It Doesn't

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

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BTB: And What It Doesn't

- Manners
- Morals
- Ethics
- Respect

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- ***TAKEAWAY #4:***

Formal proceedings fan the flames

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Our Solutions

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

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- ***FINAL TAKEAWAY***

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

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QUESTIONS

COMMENTS

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REACH OUT

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

