



Jessica Hickman

Speaking + Workshop Kit

www.jesshickman.com

BIO

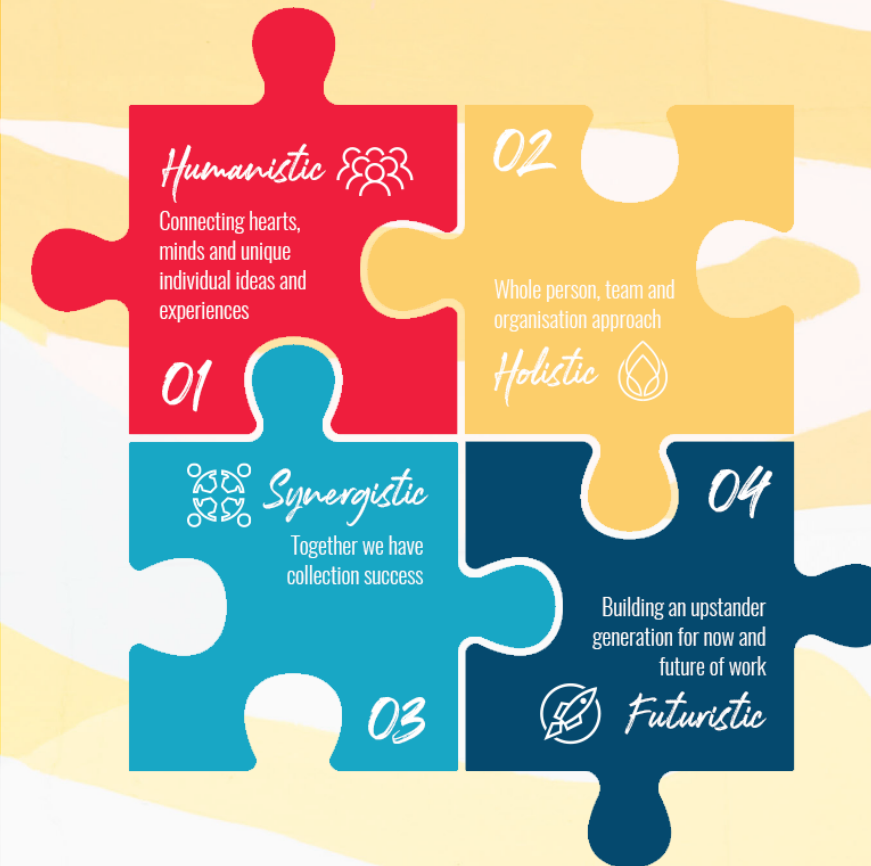
With a background working for local government and council in the UK, Jessica Hickman believed she had landed her dream job when she came across an opportunity to work in Human Resources for a Darwin-based oil and gas project in Australia. In this role, Jessica exceeded all expectations continuing to sharpen her skills on the job, and in creating significant cultural change. This led her to receive a slew of nationally recognised industry awards including but not limited to Exceptional Women in Resources and The Northern Territory Young Achiever Awards.

Despite her professional success, only six months into the job Jessica found herself on the frontline of workplace bullying and harassment. After almost four years she left the role suffering from post-traumatic stress disorder, burnout and anxiety. This experience undeniably left scars, but it also inspired Jessica to raise awareness of bullying in the workplace and inspire others to stand up against toxic cultures that inadvertently promote this kind of harassment.

In time, Jessica reflected on her personal experience realising that toxic cultures can only be facilitated by disempowered people. If we can empower people with the courage to call out injustice and abuse, then one by one, we can replace the Bystander Effect with The Upstander Effect(c).

As a result, in 2017, Jessica launched Bullyology, a training and education business focused on empowering corporate organisations with the insights and tools to transform toxic cultures into connected tribes.

Today, Jessica is a published author of the book *The Bullyologist: Breaking the Silence on Bullying*. She is a business influencer, and educator with a core focus on empowering others to own their ability to speak out and in turn become champions of change. She is also a globally recognised speaker deeply committed to empowering others through her personal story of courage in adversity.



VALUES



THE UPSTANDER MOVEMENT

The New Age Of Empathy. Ethics and Equality

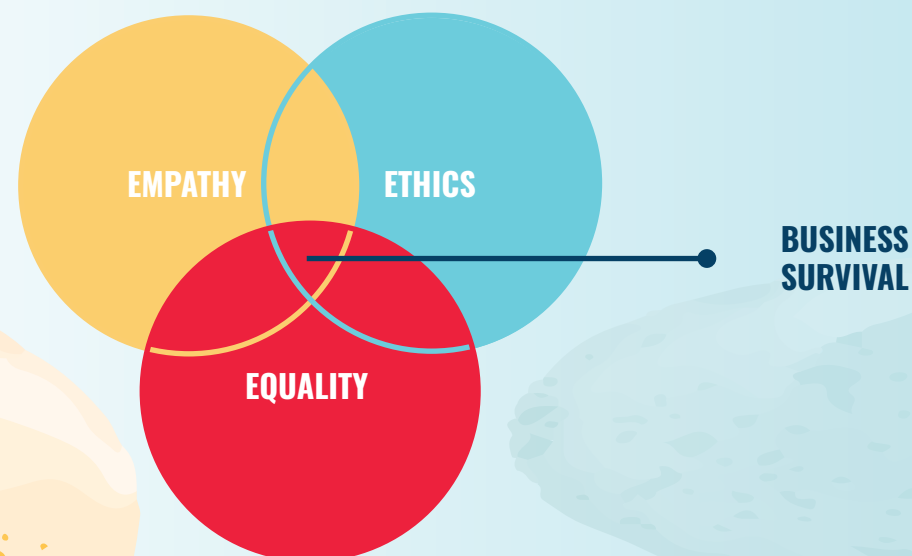
We are living in an age of unprecedented change. Whether the disruption is a global pandemic, emerging technologies, or climate change, treating people with compassion, care and focussing on the community is at the heart of what it will take to adapt and thrive. After all, we are better together, and that means making conscious decisions about what kind of social cultures we want to create, because those cultures influence the state of the world as we know it.

In this presentation Jessica Hickman unpacks how our evolutionary bias to 'belong' to a tribe has over time led us to conform to mediocre behaviours and beliefs even it means bearing witness to hate, hurt or neglect at home, in the workplace, in the community or in the world. As cavemen this enabled us to stay safe in our tribe, but the time has come to build a new pathway forward in our evolution. Welcome to the Upstander Movement.

Audiences will walk away from this presentation with insights into why human beings have a natural inclination towards the 'Bystander Effect' as a mechanism to survive. In bringing conscious awareness to the Bystanding behaviour we are then able to intentionally shift out being a passive observer in order to become an Upstander. An Upstander is a person who is empowered to call out injustice and in doing so become a purpose driven change maker and initiator of positive, purpose driven cultures. This positive influence is known as the Upstander Effect.

Learning outcomes:

- Understand the trends driving the Upstander Movement
- Explore individual and team contributions to workplace culture
- Decode the science behind the bystander effect
- Unpack the core strategies to become an upstander
- Harness diversity and inclusion



THE UPSTANDER INFLUENCE

Integrity In Influence & Cultures of Heart

Within workplace cultures of the past, the rules of leadership were clear. If you wanted people to perform then apply authoritative rules, force and remain emotionally unavailable. Today the world of leadership has thankfully evolved, and the true power in leadership is found in the happiness of your people. The ability to lead effectively stems from our ability to transform ego into contribution and to create meaningful connections in the workplace.

In this presentation, Jessica Hickman decodes the art of leading from a space of integrity. She covers a step-by-step process for leaders to decode 'The Upstander Effect' as a strategic tool in influence. As leaders, if we can harness connection, compassion and emotional intelligence into the bedrock of organisational culture we can then create teams with higher levels of resilience and adaptability. This in turn prepares those people to thrive today and into the future.

Leaders will walk away from this presentation with a greater understanding of why caring for human capital is the most critical asset in any organisation. They will develop tools and strategies that will enable them to lead with purpose and at the same time, ensuring both the health of the people and the performance of the organisation.



Learning outcomes:

- Decode The Upstander Effect In Influence
- Harness Purpose Driven Leadership
- Amplify Emotional Intelligence
- Ignite Heart Centred Cultures.

UPSTANDER GENERATION

Decoding The New Generation of Change Makers

The Millennials and the generation behind them, Gen Z, have made purpose a higher priority than the generations before them, and collectively are the largest generation entering the workforce. They are a generation of 'Upstanders' on a mission to ignite activism and equality in the workplace, and they are willing to walk away from any employer who does not support their values.

In this presentation, Jessica decodes the value system that is unleashing a generation of changemakers into the workforce. She unpacks 'Upstander' recruitment strategies, in addition to looking at the role of culture in ensuring the next generation has a career path where they feel supported and they can explore their purpose alongside their potential.

Audiences will walk away with a broader context of what motivates the next generation. They will explore new ideas to adapt the workplace culture to better facilitate the upstanders who by their very nature act as catalysts for progression and positive change within organisations. They will develop a more flexible approach in their thinking that will allow them to adapt to the new way of thinking presented by a generation who have a deeper connection to how an organisation creates positive impact within the organisation as a part of the broader community.

Learning outcomes:

- Gain insights into the next generation.
- Amplify Adaptable Thinking
- Build Purpose into your culture
- Lead for the future generation



UPSTANDER DREAMING

Igniting A Vision For Change

You have a desire to change the world, to stand for justice or to question the status quo. You have a clear vision for change. So where do you begin in taking your upstanding idea into influence and epic impact? As the saying goes, What would you dare to dream if you knew you wouldn't fail? Now is the time to answer that question.

In this presentation, Jessica unpacks a step-by-step process to enable participants to ignite a world-changing vision for the future, and from there to unlock the strategic pathway to make that vision a reality. While on the one hand this is an aspirational process that explores what's possible, it also grounded in focussed work. Jessica explores themes such as persistence, perseverance and purpose as core parts of a process designed to unpack new paradigms in thinking.

Audiences will walk away from this presentation with a toolkit designed to ignite positive change for people and the planet. This is not a topic for the faint-hearted and invites the audience to be warriors of change, willing and ready to do the work on themselves and in the world to be the pioneers of an unwritten future. New problems need new solutions, and this is a topic that will empower participants to shift from outdated thinking or processes in order to arrive at brand new solutions.

Key outcomes:

- Ignite Inspired Leadership
- Think outside of the Square
- Innovate to Adapt
- Embrace or Create Purpose Driven Change



THE UPSTANDER EFFECT

How to transform from silent bystander to powerful change-maker

The Upstander Effect takes a deeper look into the complexities of organisation dynamics and examines the crucial power of upstanders - the 'helpful bystanders' in a work environment who are the most proven weapon in workplace success.

An upstander is someone who sees something wrong and takes positive action to make it right. They'll do all they can to protect and support anyone who is being unfairly treated or intentionally hurt.

The Upstander Effect provides 5 steps to develop the upstander skills, which are nurtured and incorporated into the heart of business culture. By creating an army of upstanders, every business becomes more communicative, more supportive of its most valuable asset (its employees) and ultimately more profitable.

The Upstander Effect is less about job titles and more about the power of the individual it can be work colleagues, managers, the company CEO or the office contractors.

The Upstander Effect can be delivered either via a 3-hour in-house workshop session or 2 90-minute webcasts.

Learning outcomes:

- Decoding the art of being an upstander
- Unpack the 5 steps process to move from bystander to upstander
- Ignite a vision to be a positive change maker
- Building a foundation to thrive



"The power of storytelling is proven throughout history to be the most impactful way to educate and inspire. Jessica does this with authenticity, relatability, and is a powerful keynote speaker and author who has the audience's best interests at heart. When I first met Jessica, I was inspired by her mission and energy that lights up a room. Jessica is on a mission to create a generation of change, one every organization should support."

ALEX CHRISTOU

Managing Director and Professor of Practice at Thrive Global Asia Pacific

Jessica Hickman
SPEAKER · EDUCATOR · AUTHOR

