

Jessica <sup>♥</sup>Hickman



UPSTANDER  
LEADER  
JESSICA HICKMAN



# About the course



Workplace culture is complex. But everyone has the power to be an upstander and lead change.

The Upstand Academy brings professional development and education on leading cultural change and inspiring a generation of change makers across a global audience.

Created for team members, business owners, team leaders, aspiring leaders, HR professionals, safety champions and wellbeing practitioners.

Participants work towards continuing personal and professional development, developing upstander mindsets and behaviours which leads to cultural change.

This course is created and lead by founder of Bullyology and the Upstander Movement, speaker, educator and author Jessica Hickman

# Meet **JESSICA HICKMAN**



Hello, everyone! I'm Jessica Hickman, a futurist motivational speaker, and leader of The Upstander Movement. And this is my story.

In 2013, I left my hometown in Wales to pursue my dream job in Australia. I was thrilled to be working in human resources for a Darwin-based oil and gas project, and I put everything I had into my work. I excelled in my role and even received several awards for my efforts to create positive cultural change within the company. But behind the scenes, things weren't so rosy.



Just six months into my new job, I became the target of workplace bullying and harassment - by my own HR manager, no less!

I was anxious, helpless, and petrified. Being relentlessly targeted by my bully, I questioned my self-worth and felt like nothing could be done to resolve the situation. The bullying continued for three long years, despite the complaints I made to the upper management.

From there began a rocky journey towards self-healing and growth which led me to launch a business called 'Bullyology', which helps corporate organisations foster healthy & supportive cultures I created the 'Upstander Movement' as well, which is a global effort to encourage people to take action and speak out against injustice, rather than remaining silent bystanders. It promotes the idea of building communities of mindful and caring citizens who stand up for positive social change. The Upstander Movement believes that it only takes one person speaking up to make a significant difference in the world and to support and protect those who are being harmed.

**This is my mission - to create a generation of Upstanders and Changemakers that would end unnecessary suffering in workplaces and society as a whole.**

# WHY THE UPSTAND ACADEMY?

Whether your looking for personal or professional development, learning to be an Upstander is crucial for your workplace and business success.

Whether you are leading or part of workplace culture this course is tailored to meet your needs.

I had a lot of people reach out sharing their desire to build more positive work cultures but unsure if their organisation or business would adopt a culture change program or in-house face-to-face workshop.

This course allows you to have access to the content individually but also for your workplace or team.



# HOW DOES THE UPSTAND ACADEMY WORK?

The self-paced online program runs at your own schedule which includes full digital course access.

Lessons are delivered via a series of short pre-recorded online videos. These are simple, visual and discuss workplace culture concepts + strategies for implementation in personal and professional environments.

Each lesson includes worksheets to help integrate and document your learning.

Lessons include a hand-picked library of resources for extended learning or catch-up.

Fact sheets to share with your network, colleagues and team.

Content can be revisited at your convenience over a 12-month period



# WHAT ARE THE LEARNING OBJECTIVES/OUTCOMES?

- ✓ Understand the trends driving the Upstander movement
- ✓ Explore team and individual contributions to workplace culture
- ✓ Decode the science behind The Bystander Effect
- ✓ Explore The Upstander Effect
- ✓ Explore actionable steps to being an upstander



# Testimonials



*"Thank you so much for such an insightful course. It has made me think a lot about the role we play in the workplace and our lives. I commit to being an Upstander in my leadership role."*

*- Glen Nesbit*

**Bupa Australia**



*"Thank you for this course. On reflection I will be more aware of generalisations / preconceived notions (about race) / cohorts / groups/ sections of societies, and make sure I check my unconscious bias before any conversations. I realised unconscious bias has been impacting my cultural performance at work. Very insightful learnings."*

*- Sue*

**Corrections, Victoria**



*"Jessica's course The Upstander Movement has had a massive impact on my life, after being burnt out from work and majorly personal issues Jessica helped me overcome the burn out, build and upstander mindset, recognise toxic behaviours in myself (and others) and push to become a more focused leader within Council."*

*- Justin Bannon*

**Orange City Council**



# Jessica <sup>♥</sup>Hickman



[REGISTER NOW](#)



jessicazoehickman



jessicazoehickman



jessicazoehickman



[jessica@jesshickman.com](mailto:jessica@jesshickman.com)