

Klima: conflict resolution initiative bullying contact point

Who we are:

...exists since 1998 and was founded through the proposal of prof. Dr Dr Heinz Leymann.

Klima e.V is an association whose aim it is to advise and guide people in conflict- and bullying situations.

Moreover, does the association support companies and public institutions liable to pay costs* with the implementation of measures for considerate conflict resolution and the prevention of bullying.

People who want to support the work of the association active or passively or who are in need of help for a longer period of time can become a member.

The professional team consists of individuals with different occupational directions who can assist clients and organisations based on their work experience, for example, conflict researchers, mediators, psychologists, operating conflict advisors, trainers, social education workers or systemic therapists.

*Companies discharge an hourly fee of 150€

In case of more time-consuming conflict settlements, a discount of the hourly pay is negotiable.

For the individual offers, we impose 30€ on members and 50€ on non-members (Exceptions are negotiable)

Free offers:

The following group-events take place at the office of KLIMA, Seewartenstraße 10, House 3 (souterrain/basement) – public holidays excluded

- KLIMA-circle

Exchange of thoughts for persons concerned without a notice in advance. It allows having a close look at individual cases together, discusses general questions on the topic of bullying, to become aware of one's resources and to realise ways of reorientation.

- Every 2., 4. and if applicable 5. Friday of a month, from 17.00 to 19.00
- Self-help group "Krank durch Mobbing" (ill through bullying)
- Every 1. Friday of the month, from 17.00 to 19.00

Offered afterwards: "Mindfulness & Ressourcen Kurs" (Mindfulness & resources course)

- Self-help group "Stark werden bei Mobbing" (Getting strong through bullying)
- Every 3. Friday of the month, from 17.00 to 19.00
- Collegial consulting group
- Every 1. Monday of a month, 17.00 to 19.00

The following group events take place after an agreement via email:

- Parents-KLIMA

A discussion group for the exchange of thoughts for parents of children affected by bullying

- Working atmosphere – KLIMA

Discussion group with more in-depth orientation possibility for people who are in a conflict or bullying situation within their professional life.

- Workers council – KLIMA

- Exchange and development of strategies against bullying for workers and staff councils and other interested parties

- KLIMA-members- meeting

Members-only

- Every 4. Thursday of a month, 19.00 to 21.00

Individual offers

Appointments by telephone agreements or via email.

- Guidance

We discuss and evaluate your situation with you and develop possible solutions together

- Systematic consulting and therapy

For individuals, couples and families. We work with a variety of methods, for example, with corporate and family constellations, to understand deeper backgrounds and to support you expand your scope of actions.

- Business conflict consulting

If required or wanted, we will contact your employer or company representation as a person of trust and carefully consider conceivable steps. We will accompany you to conflict talks and will negotiate by mutual consent using shuttle diplomacy.

- Mediation

During the mediation, we create a framework in which the communication will be conducted in a way in which the escalation of the conflict is to be avoided, and an arrangement can be found.

- Training and non-violent communication

We provide training measures for strengthening your skills in various areas so that you are prepared for conflicts and social affairs. The offers can be taken from the flyers and our homepage.

- Coaching, application and existence founding

If you want to reorient due to your situation or become self-employed, we will develop future perspectives together. We will help you to improve your profile, application documents and with the report evaluation and if required a rewording of certificates.

What is bullying?

The term stands for misanthropic, pathogenic actions against individuals who are permanently in an inferior position and are often criminalised or defamed as physically ill.

When and where does bullying take place?

Everywhere where people with different interests are coming together in groups: Working environment, educational institutions, leisure organisations, associations, etc. It can occur repeatedly and over long periods of time.

What health consequences can being bullied lead to?

Persons affected experience the actions directed against them as an attack on their dignity and personality. Possible symptoms are, for example, restlessness, lack of drive, sleeping disorders, depression, headache and neck pain, muscle tension and high blood pressure.

Where can bullying lead to?

To isolation and exclusion, loss of employment or other social relations, decrease of self-confidence, overstrain of relatives and friends, escape in alcohol and drugs, suicide, various acts of revenge.

What can you do?

- Take your symptoms seriously and consult an appropriate doctor as soon as you feel the physical or emotional strain
- Do not fight alone. You will need backing by people with conflict and bullying experience.
- Look for people who are willing to support you and will listen to you
- Approach the dispute as early and cautiously as possible to the lowest possible threshold
- Always conduct conflict talk in the presence of a person of trust
- Keep a bullying protocol in which you document the following:
 - Who acted?
 - Who was a witness?
 - Where did it happen
 - When/ at what time did it happen?
 - In what context did it happen?
 - Which impacts did it have on you?

Use the situation to overthink your life. As bad as everything can be: Bullying can be a chance for positive development.

How to reach KLIMA E.V

www.klimaev.de www.mobbing-abwehr.de with further information

Email: kontakt@klimaev.de

Telephone

Office 040-33 44 25 57

Consultation telephone 040-55 00 99 24

Fax 040-33 44 25 58

Address

Office and function room can be found Gesundheitszentrum St.Pauli Seewartenstraße 10,
20459 Hamburg Haus 3 (Souterrain)

Donations

We are a non-profit association, that is dependent on donations and thankful for them. Of course, membership fees (72 €/year) and donations to us are tax-deductible.

Account

Hamburger Sparkasse

IBAN DE82 2005 0550 1059 2136 27 BIC HASPDEHHXXX

KLIMA e.V.

CONFLICT RESOLUTION AND BULLYING CONSULTING IN THE FIELD OF WORK

UNDERSTANDING

ACCEPTING

FINDING SOLUTIONS