

Threats and aggression — a session for your staff

Half a day on your premises. Your staff practise the ten seconds when a meeting turns tense, and you end up with a routine written by the people who have to follow it.

AFS 2023:2 ch. 5 · safety routines must be known and practised regularly

HOW IT WORKS

From your own incidents to a routine that holds

The session is built on what has actually happened at your workplace, not on examples from another industry.

- 1 An hour with the manager**
Which shifts are lone working in practice, what has happened over the past year, and what the alarm actually does when someone presses it. That becomes the material for the day.
- 2 The scenarios are rewritten**
Exercises are rebuilt around your own incidents and your own premises.
- 3 Half a day on site**
Three and a half hours. A third is walk-through, the rest is practice: four levels and four responses, distance and tone of voice, ready-made sentences, role-play where the work is done.
- 4 Alarm, intervention and lone working**
Where the alarm is, who receives it and what happens next. What the law permits when someone intervenes, and what you as the employer want your staff to do — not the same thing, and the difference belongs in writing.
- 5 The group's five rules**
The day ends with the group writing five sentences that will apply here. The manager is in the room and decides on the spot.
- 6 A record for your documentation**
Date, participants, content and the risks that surfaced — in the format you already use for work-environment documentation.

What you get and what I need

What you get

- ◆ A pocket card for every employee: four levels, five rules, ready-made sentences, the alarm sequence
- ◆ A one-page draft safety routine, in the group's own words
- ◆ A record for your work-environment documentation
- ◆ A short debrief for the manager, with no names attached
- ◆ A second session the same day if you work shifts

What I need from you

- ◆ An hour with the manager before the day
- ◆ Incident reports and existing routines, the alarm and the equipment
- ◆ The space where the work actually happens — the exercises need the floor, not a meeting room
- ◆ 6–15 participants per session
- ◆ A heads-up if someone in the group has been through something serious recently, so the day takes it into account

WHAT IT IS NOT

Three limits, stated in advance

This is not self-defence training. We practise no holds and no physical contact. That is a different kind of course and it should not be mixed in here.

Conflicts within the team are not covered. That is separate work, with different exercises.

The free call beforehand is something else: thirty minutes in which I tell you whether this is the right measure for you. The half-day is the work that follows.

Price

From SEK 20,000

One group of 6–15 participants, half a day on site, including preparation, pocket cards, the draft routine and the documentation record. A second session the same day, for the next shift, SEK 8,500. A follow-up session six months later is charged at SEK 2,000 per hour.

Book a half-day

8 years in HR and Swedish labour law, on the ground in Sweden · working in Swedish, Polish, English and Italian

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