

---

## Masterclass: Responding Appropriately to Inappropriate Behavior (ENG)

---



### Target group

---

All employees of UGent  
Can be organized specifically for a department or service

Prerequisite: have completed the basic training 'Responding Appropriately to Inappropriate Behavior'



### Objective and content

---

During this masterclass, you will have the opportunity to practice the strategies of an Active Bystander using the DADA approach (Direct intervention, Distract, Delegate, and Afterward) in a safe and practical setting.

In this interactive session, you will learn:

- Utilizing the principles of nonviolent communication to convey your message effectively.
- Non-verbal techniques: How to communicate with body language? Understanding the importance of the right intonation, facial expressions, eye contact, voice volume, etc.
- Techniques for expressing your emotions: Conveying disappointment, surprise, or doubt in your message.
- Ideally, you will work on your own case (a situation in which you were either a bystander or the target of inappropriate behavior).
- Practice through simulation exercises with a professional training actress. If this feels uncomfortable, observing others will also be a valuable learning experience.

The training lasts for half a day, and we work with groups of up to 8 people to ensure a safe space.





## Teacher(s)

**Tine Brouckaert** is a trainer and HR advisor with expertise in diversity and inclusion. Between her studies in Social Cultural Work (BSc) and Social Policy (MSc), she lived and worked in South America for several years. She holds a PhD in Comparative Sciences of Cultures (2013), conducting ethnographic research on the practices of undocumented mothers in France and Belgium. Her dissertation, "Accoucher la citoyenneté. Expériences et témoignages de femmes sans-papiers à propos de leur travail maternel" (translated: Giving Birth to Citizenship), focuses on motherhood and raising children to become citizens for individuals without legal residency status. She graduated magna cum laude with her PhD and received the Ann Huybens Prize. In 2014, her dissertation was translated into the social-artistic theater project: Be Home Before Dark. Tine joined Ghent University in 2014 as a gender policy officer. Since 2019, she has been working for the HR department of Ghent University and has also completed training in connecting communication, inclusive leadership and group dynamics. Her expertise lies in themes related to connecting across differences and (self)leadership.

**Cathelyne Van Overstraeten** is a communication expert, trainer/coach, and training actress. After completing her training as a theatre director, she initially worked as a training actress in corporate training programs for several years. For almost a decade, she has been providing training in communication and leadership. She has completed training programs in inspiring coaching, talent-oriented coaching, and recently became a deep democracy facilitator, a method for inclusive decision-making and conflict resolution. For over 20 years, she has combined her freelance work with a part-time position at a socio-cultural organization in the diverse city of Brussels. There, she is responsible for external communication. Asking curious questions and listening are integral parts of who she is. Providing powerful feedback is also part of her approach.



## Contact

[Diversiteit.Personeel@UGent.be](mailto:Diversiteit.Personeel@UGent.be)



Directie Personeel en organisatie  
Afdeling Loopbaan, Begeleiding en Vorming  
Sint-Pietersnieuwstraat 25 - 9000 Gent




## Vormingsgegevens

Type: Klassikaal  
Duur: 3.50 uren

## Geplande sessies

donderdag 16/5/2024 – donderdag 16/5/2024  
13:30 17:00 CET

 Bedrijvencentrum De Punt - Kerkstraat 108, 9050 Gentbrugge

7 plekken beschikbaar