



## **Integrated Global Business Solutions Helping Small Businesses Avoid Workplace Violence**

*Overall growth of an organization can be hindered due to the epidemic called "workplace violence."*

For Immediate Release

FAIRFAX, Va./ May 17, 2007 --- The Employee Assistance Program devised by Integrated Global Business Solutions helps employees become familiar with the experts who can help them when they come across any violent situation at their workplace. Avoiding workplace violence helps foster the talent of employees, thus helping organizations to grow. Companies need effective and practical ways to avoid the epidemic called "workplace violence" because overall growth of an organization can be hindered by it - violence affects both the employees and employers.

As managers around the U.S. find various cases of physical or psychological violence in their companies, a systematic, participative and targeted approach is what they find to be successful in tackling this problematic issue.

Eric Reed, director of strategy and technology - Integrated Global Business Solutions, suggests, "Hiring processes can help in preventing employee-instigated violence. Written tests, aptitude tests and interviews give an idea of the personality traits that the candidate possesses. Not only will you find whether the person is suitable for the job requirements of your firm, but you can also discover hidden facets of the candidate's personality."

He further adds, "Identification of the problem is the first step towards solving it. So the first concern of any workplace violence prevention program should be the analysis of the cause of any such behavior. The next step is to develop a workable solution for it."

The escalating graph of physical or psychological violence occurring at workplaces nationwide can be reduced with the help of training. These training sessions, conducted by industry experts, aim to first discuss and then resolve any problems faced by employees.

Most of the incidents of workplace violence go unreported. This can encourage the tormentor to further trouble the victim. Information circulation, open and transparent communication can help reduce frustration & tension among employees, eventually leading to a more secure and stress free atmosphere for them.

Some tried and tested methods, such as group discussions, office and personnel meetings and a few others, can help reduce incidents of violent behavior in the workplace. Such activities offer employees a platform to speak out about any of the personal or professional problems they might be facing.

Also, regular feedback from employees can help management to evaluate the effectiveness of the changes that have been implemented, thus helping them to avoid aggression at workplace.

### **About Integrated Global Business Solutions (IGBS)**

Integrated Global Business Solutions, Inc (IGBS) is a firm that provides a broad range of specialized consulting services which help clients to reduce risks, solve problems and capitalize on opportunities by providing innovative and strategic business solutions. Services are delivered exclusively by highly experienced, senior-level management consulting professionals. For more information about IGBS and its services, contact by calling 1.800.448.8136 or visit [www.igbsinc.com](http://www.igbsinc.com).

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