



## Creating a Safe and Healthy Workplace Because Going to Work Shouldn't Hurt!

You're Invited!

### Workshop Leaders

#### Kae S. Roberts

Kae is a twenty year police veteran and Founder of Awakening Wave, Organizational Evolution. She is a Certified Catalyst CODE Model (TM) Coach, and Co-Author of "Sekhmet Rising, The Restlessness of Women's Genius". Kae writes a quarterly column in the "Security Matters" magazine on the issue of safety and wellness in the workplace. Kae has developed a bold and required Human Behaviour Education Program designed to enhance legislative driven respectful workplace initiatives making intentions for a respectful and diversity competent workplace a reality. Kae provides a unique and innovative perspective on what it will take to realize a sustainable and meaningful respectful workplace program.

#### Dr. Judy Laws

Dr. Judy Laws is a seasoned human resources development specialist with over 20 years of experience. She has worked with both private and public sector organizations to help them create diverse, respectful and inclusive workplaces. Her work includes developing diversity strategies, applied research on best practices and developing and designing comprehensive training programs. Judy acts as a catalyst for personal and organizational change. Her passion is creativity: how each one of us can discover and use our creative capabilities.

Join us for an information session where top experts in the field will lead you in a discussion on how you can make and be the difference for your organization in the effort to create a safe and healthy workplace. You will be introduced to the concepts behind the paradigm shifting learning module, the Human Behaviour Education Program. You will have the opportunity to ask questions specific to your workplace and how this innovative thinking and training experience will be the difference for achieving a respectful workplace that is meaningful and sustainable for all.

- In 2007, Canadian provinces reported more than 356,000 violent workplace incidents, 71% were physical assaults.
- "Bullying: It's more than just a legal liability; Workplace bullying is becoming an issue as important for businesses as discrimination has been since The Charter of Rights and Freedoms came into law in 1982." *New Brunswick Telegraph Journal, May 2010*
- A recent Ontario Superior Court decision recognized that an employer owes a duty to its employees to provide a decent, civil and respectful workplace.
- Bill 168 requires all Ontario Employers to have a Harassment and Violence Prevention Program.
- The legislation provides a rare opportunity to exceed the expectations of the Bill by implementing a People-Based Training experience creating a decidedly respectful workplace.

Judy has established a reputation for delivering motivating presentations and training. She has a talent for creating stimulating, thought-provoking learning environments.

Judy has an Honours Bachelor of Commerce degree, a Master of Arts in Education and a Ph.D. in Education, from the University of Ottawa. Judy is a member of the Creative Research Foundation, and the American Creativity Association. In addition, Judy is a Certified Professional Facilitator with the International Association of Professional Facilitators.

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In most "respect in the workplace" training, participants are informed on their respective roles and responsibilities, legislative obligations and reporting, complaint and investigative processes. Traditional training does not usually address how our individually held beliefs, values and attitudes (BVAs) impact our interaction with others.

This session will introduce you to a **new and innovative** program that shifts the lens from "behaviour" as the means to curb undesirable workplace conduct and places it where we've not considered looking before: our BVAs as the means to prevent. Research has shown that failure to explore this critical factor as a viable start point for change is directly linked to the success or failure of your intention to create a respectful workplace.

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## Complimentary Information Session

**DATE:** Friday, September 9, 2011  
**REGISTRATION:** 11:30am to 12:00pm  
**SESSION:** 12:00pm to 2:30pm  
**LOCATION:** Graybridge Malkam Head Office  
1309 Carling Avenue, Suite 5  
Ottawa, Ontario  
K1Z7L3

***Lunch will be provided.***

Please RSVP by sending an email to Sarah Charlotte King at [sking@graybridgemalkam.com](mailto:sking@graybridgemalkam.com)

Only one participant per organization please. Priority will be given to those who have not recently attended a previous Graybridge Malkam Executive Seminar.

Interested but not available? Please feel free to forward this invitation to your colleagues.

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Graybridge Malkam

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