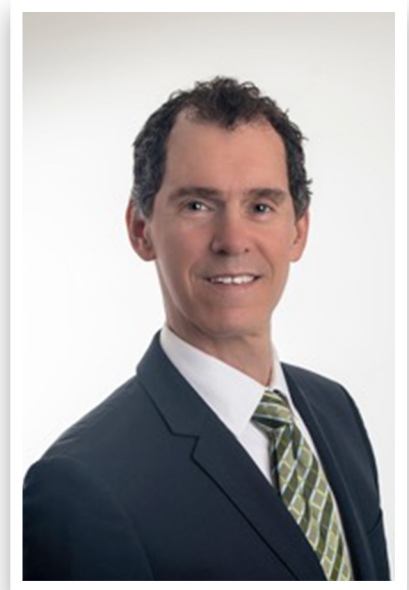


# *PAUL PELLETIER*

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Speaker Kit



**Paul Pelletier Consulting**  
Real Solutions for Workplace Respect

(604) 240 6460

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*Learn how you can eliminate disrespectful workplace behavior and replace dysfunction with an awesome workplace culture.*



**Profits, Productivity & Peace:**  
*Discover the rewards of eliminating disrespectful workplace behavior.*

When employees respect each other and get along, productivity and morale increase and employees are more courteous to customers. Learn proactive and preventative measures that employers can take to create a positive workplace culture and eliminate workplace disrespect.



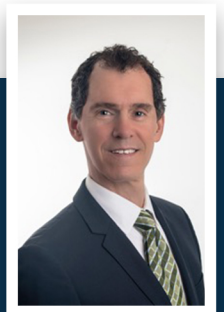
**Control Freaks, Queen Bees and Workplace Terrorists:**  
*Preventing, Managing and Eliminating your Workplace Bully*

Workplace bullying causes costly and wide-ranging impacts to your organization - if there is a bully in your workplace, your staff, teams and culture are dysfunctional. Learn proactive and preventative measures to prevent, manage and eliminate workplace bullies.



**Inclusion in your Workplace: Create an environment of Respect, Involvement and Connection**

The value of an inclusive workplace is undeniable - when employees feel supported, respected and included, their levels of engagement, creativity and loyalty go up. Learn how to harness the benefits of diversity and inclusion to improve your workplace culture and employee morale.



## *Discover The Rewards of Eliminating Disrespectful Workplace Behavior*



Rudeness at work is rampant - 98% of US workers have reported experiencing uncivil behavior.

When employees respect each other and get along, productivity and morale increase and employees are more courteous to customers.

Fortunately, there are many proactive and preventative measures that employers can take to create a positive workplace culture and eliminate workplace disrespect.

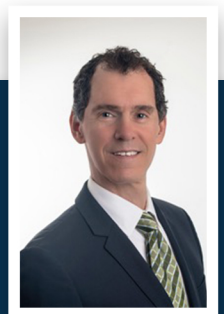
### **LEARNING OBJECTIVES**

At the conclusion of this program, the participant will be able to:

- Understand the fundamentals of disrespectful workplace behavior.
- Distinguish disrespectful workplace behavior from normal workplace interactions.
- Recognize and identify typical disrespectful behaviors.
- Understand the motivation behind the behaviors.
- Appreciate the range of negative repercussions that impact the whole organization.
- Approach disrespectful workplace behavior more strategically and within the context of organizational policies.
- Recognize and resolve problems using a variety of tools adaptable to any workplace, role or industry.
- Develop an action plan for addressing and managing disrespectful workplace behavior.

### **SUGGESTED ATTENDEE**

Executives, Managers, HR Professionals, Education, Medical and Dental Professionals, IT/IM Professionals



## Preventing, Managing & Eliminating Your Workplace Bully



Research shows that 70% of workers have been impacted by workplace bullying. In the US, workplace bullying is estimated to cost employers over 300 billion dollars a year.

Bullying poisons the work environment. Its impact is enormous: disengagement; loss of creativity and productivity; and sick leave, benefit and turnover costs. It not only creates dysfunctional workplaces, it can impact your client's reputation and bottom line.

Fortunately, there are many proactive, preventative measures that employers can take to eliminate workplace bullying. By doing so, they also mitigate the operational, legal, reputation and financial risks and improve the workplace environment for everyone. Go [here to see my latest talk](#) from the Accelerate Results Leaders Forum in Portland OR on April 19-21, 2016.

### LEARNING OBJECTIVES

At the conclusion of this program, the participant will be able to:

- Understand the fundamentals of workplace bullying.
- Distinguish workplace bullying from normal workplace interactions.
- Recognize and identify typical bullying.
- Understand the motivation behind the bullying.
- Appreciate the range of negative repercussions that impact the whole organization.
- Approach workplace bullying more strategically and within the context of organizational policies.
- Recognize and resolve problems using a variety of tools adaptable to any workplace, role or industry.
- Develop an action plan for addressing and managing workplace bullying.

### SUGGESTED ATTENDEE

Executives, Managers, HR Professionals, Education, Medical and Dental Professionals, IT/IM Professionals





## Create an Environment of Respect, Involvement and Connection



Organizations need both diversity and inclusion to be successful.

Diversity means all the ways we differ. Inclusion involves bringing together and harnessing these diverse forces and resources, in a way that is beneficial.

Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value.

The educational goal of this presentation is to broaden participant's awareness of inclusion and its positive impact on employees and organizations.

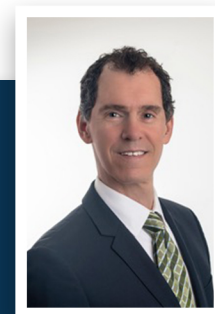
### LEARNING OBJECTIVES

At the conclusion of this program, the participant will be able to:

- ▶ Understand the fundamentals and components of diversity and inclusion.
- ▶ Define diversity and inclusion.
- ▶ Understand the consequences of ignoring inclusion.
- ▶ Appreciate the positive impacts of inclusion in their organization.
- ▶ Approach inclusion more strategically and within the context of organizational policies.
- ▶ Understand the foundations of an inclusion initiative.
- ▶ Utilize the most effective strategies for implementing inclusion programs.
- ▶ Develop an inclusion initiative for their organization.

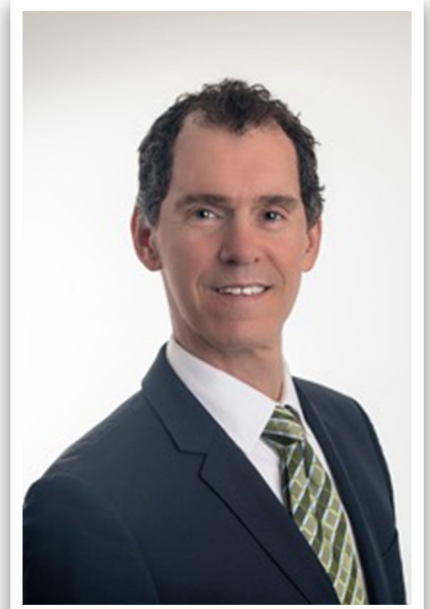
### SUGGESTED ATTENDEE

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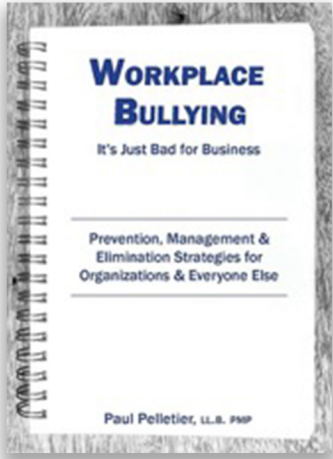


# MEET PAUL PELLETIER

Paul is a corporate lawyer, project manager, international public speaker, and business executive with over 25 years experience in senior roles in government and industry. A pioneer in the legal profession, Paul fused his law career with project management and has over 15 years in senior management, leading transformational projects and teams. A recognized leader in the project management profession, Paul also serves on the Project Management Institute's Ethics Member Advisory Group.



During his career, on more than one occasion, Paul realized he was the target of disrespectful workplace behavior and workplace bullying. DWB can be as harmful at work as it is in schools and other areas of society.



Paul knows this from personal experience.

He suffered in silence until his health forced him to take a different approach. He will share his story and how it led to the work he does today. His new book, *Workplace Bullying – It's Just Bad for Business*, is designed to help organizations and their staff prevent, manage and eliminate workplace bullying.

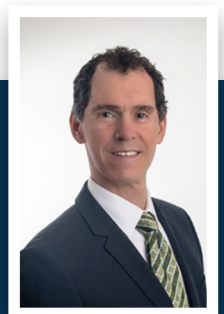
Leveraging his DWB experiences, Paul established his consulting business with the goal of raising DWB awareness. He is now an advocate, consultant and expert in strategic DWB management, workplace respect and bullying, and DWB training. Helping organizations establish strategic policies, programs, and processes for openly, fairly, and effectively addressing DWB is his focus. He is a regular presenter at global conferences and other events. He is also a published author in the field of respectful workplace behavior.

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# WHAT IS BEING SAID ABOUT PAUL'S PRESENTATIONS

"There are some topics that deeply touch our social consciousness and challenge our perception of good and bad. Bullying is one of them. It takes courage to speak up and denounce bullying and it takes competence to speak about bullying. Paul Pelletier has both.

Personal experience and extensive research are coupled in his presentation. Paul provides both insight and practical information. With skills, poise and empathy he guides his audience to recognize bullying in all its forms. For many, his presentation will be the first step to-

**--Giusi Meloni, PMP**  
**Project Management Institute -**  
**Ethics Member Advisory Group**

"Paul really opened a Pandora's Box. He is courageous and honest enough to discuss it in a forum. Such discussions are usually held between employees informally. This should be discussed more to make all people in every position aware."

**--Manhas Rajan de Amin**  
**Director, Computer Technology Group**  
**Kolkata, India**

"Paul is an excellent speaker and engages his audience in a collaborative learning exercise. He is highly articulate and his legal training was very helpful in making complicated legal issues easy to understand. He has an easy-going yet knowledgeable approach. Very funny and good listening skills. He is passionate, effective and delivers a very powerful message. The other attendees raved about the session and how helpful it was."

**--Sherry Robinson, PHD**  
**Associate Professor of Business, Penn State, USA**

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## PARTIAL LIST OF PREVIOUS PRESENTATIONS

BC Human Resource Managers Association  
Dubai International Project Management Forum  
PMI Leadership Institute Meetings  
PMI Global Congresses – North America  
PMI Europe, Middle East and Africa Global Congress  
ProjectManagement.com webinars

West Coast PMI Chapter  
Minneapolis PMI Chapter  
Montreal PMI Chapter  
Portland PMI Chapter  
Vancouver Annual PMI Symposium  
Dallas PMI Chapter



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