

# *PAUL PELLETIER*

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Keynote Speaker Kit



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

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*Learn how to effectively address disrespectful behaviour  
and build a positive workplace culture.*



**Disrespect at Work:**  
*Taking your Workplace from Stressed to Blessed*

Disrespect comes in many forms and poisons our work environment: rudeness, gossip, bullying, ignoring, demeaning, controlling and the list goes on. Learn proactive and preventative measures that everyone can take to stop workplace disrespect and create a positive workplace culture. Get back on the road to peace, productivity, and profits!



**Control Freaks, Master Manipulators and Workplace Terrorists:**  
*Stopping your Workplace Bully*

Workplace bullying causes costly and wide-ranging impacts to your organization - if there is a bully at work, the staff, teams and workplace culture will be poisoned and dysfunctional. Learn proactive, practical and impactful measures to prevent, manage and stop workplace bullies.



**Fierce Conversations:**  
*How to Effectively Manage Conflicts at Work*

Conflict happens. It is inevitable. If ignored or handled badly, the problem will escalate. If handled early and effectively, relationships and workplace culture will be enriched. It takes skill to effectively address bad behaviour, clarify misunderstandings, deal with disputes, and repair relationships. Simply put - conflicts require fierce conversations.



**Inspiring by Including:**  
*Reboot Your Workplace Culture*

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 inspire using inclusion to improve your workplace culture and employee morale.





## ***Taking your Workplace from Stressed to Blessed***



Disrespect happens. No matter how we reinforce expectations for workplace respect, every workplace encounters those who behave badly.

If ignored or handled poorly, bad behaviour can devastate a project, team or organization.

If handled early and effectively, relationships and workplace culture will be enriched. This makes disrespect management critical.

Fortunately, there are many proactive and preventative measures that everyone can take to effectively end 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.
- Approach disrespectful workplace behavior more strategically and within the context of organizational policies.
- 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



## *Stopping your Workplace Bully*



Research shows that 70% of workers have been impacted by workplace bullying. Bullying poisons the work environment. Its impact is enormous: chaos; disengagement; loss of creativity and productivity; and sick leave, benefit and turnover costs. It not only creates dysfunctional workplaces, but also impacts your personal and your organization's reputation and bottom line. This makes bully management critical.

Fortunately, there are many proactive, practical, easy-to-implement measures that everyone, regardless of role and influence, can take to prevent and stop workplace bullying. Learn how to harness the hurricane, one impactful step at a time.

### **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 behaviours.
- Understand the motivation behind the bullying.
- Approach workplace bullying more strategically and within the context of organizational policies.
- Develop an action plan for addressing and managing workplace bullying.

### **SUGGESTED ATTENDEE**

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



## How to Effectively Manage Conflicts at Work



*Conflict happens. It is inevitable.* If ignored or handled badly, conflict can devastate a project, team or organization like a wildfire. If handled early and effectively, relationships and workplace culture will be enriched. Innovation and team engagement improves. This makes conflict management critical – it takes skill to effectively avoid destructive arguments,

clarify misunderstandings, deal with disputes, and repair relationships. Simply put - conflicts require fierce conversations.

Fierce conversations aren't nasty or mean-spirited. They are respectful, tactful, strategic and well-planned. By taking time to consider goals, approaches, attitude, and values, fierce conversations allow everyone the opportunity to grow, learn, and better understand each other.

This keynote provides attendees with tools and strategies for approaching and resolving disputes and misunderstandings in the early stages, before they become full-blown conflicts. Learn how to assess the situation early, maturely and how to change the context of the conversation. Use fierce conversations to take the initiative to confront the problem.

### LEARNING OBJECTIVES

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

- Understand how to effectively reduce and manage conflict.
- Appreciate that conflicts are normal and can be used to create better solutions to problems if they are handled well.
- Enhance their conflict management skills and awareness.
- Have fierce conversations to resolve conflicts.
- Develop an action plan for addressing and managing workplace conflicts.

### SUGGESTED ATTENDEE

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



## Reboot your Workplace Culture



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.
- Understand the consequences of ignoring inclusion.
- Approach inclusion more strategically and within the context of organizational policies.
- Utilize the most effective strategies for implementing inclusion programs.
- Develop an inclusion initiative for their organization.

### SUGGESTED ATTENDEE

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



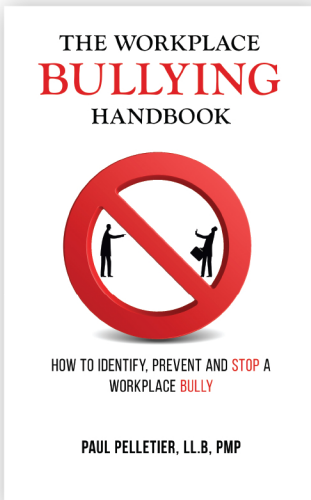


# MEET PAUL PELLETIER

Paul Pelletier is an international workplace bullying and workplace respect expert and the author of two books, including *The Workplace Bullying Handbook*. In his provocative, inspiring and always entertaining talks, Paul leverages his decades of experiences as a corporate lawyer, business executive, and project management professional (PMP), sharing powerful stories that leave audiences laughing and determined to take action to stop bad behaviour at work. Paul is on a mission to “disrupt the bully and disrespect industries”. He captivates by humorously and openly speaking about the “elephants in the room” that ruin our workplaces by creating chaos, intimidation, fear and dysfunction.

Fluently trilingual (English, French and Spanish), he regularly presents at global conferences, including past events in Dubai, Switzerland, England, Italy, and throughout the United States and Canada.

His topics resonate for all industries, sectors and organizations - he has worked with universities, professional associations, companies, and public sector organizations. Paul has impacted audiences ranging from technology industry leaders to dentists and human resource professionals to project managers. There is no organization that can avoid challenges with disrespectful behaviour. He also provides half-day workshops at conferences on all his topics.



Bullying 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 shares his story and how it led to the work he does today. His books and talks are designed to help each of us prevent, manage and stop workplace bullying and disrespect. Paul takes a practical approach, providing easy to implement, low risk and highly impactful steps as part of an action plan to effectively address bad behaviour at work.

His work also involves consultation with a variety of academic, public and private sector organizations, helping them establish strategic policies, programs, and processes for openly, fairly, and effectively addressing disrespectful workplace behaviour. From in-house training, such as launching workplace respect “reboot” programs and workplace bullying awareness campaigns to workplace respect policy review, Paul’s work inspires staff and leaders to join in the movement to end disrespect of all kinds.



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