



**K Calder**  
**& Associates**

## Managing Threats of Violence: for Management, Labour Relations and Human Resources Professionals

This one-day workshop, containing key information for HR/LR personnel and all managers, will focus on:

- Introduction to inappropriate, threatening, and violent behaviour
- A reasoned approach to threat awareness; awareness versus paranoia
- Recognizing behaviours of concern
- Inappropriate communications and contacts
- Intimidation/bullying
- Threatening behaviour
- Violent behaviour and targeted violence
- Identification of reactive and proactive violence
- Recognition of pre-incident indicators for targeted violence
- Practical questions to identify the potential for targeted violence
- How to assist in the mitigation of identified threats while performing the responsibilities of an LR/HR professional:
  - During a disciplinary case
  - During a termination

This valuable workshop is available on a limited basis for \$100 CDN per person. Register at [www.calderassociates.com/events.php](http://www.calderassociates.com/events.php)