



## **Workplace Violence: Assessing Risk and Managing Outcomes**

### *Why take this course?*

Assessing individual and organizational risk is now a requirement in most Canadian jurisdictions. Pending legislation in Ontario (June 15, 2010) places a significant onus on employers to alert workers to circumstances and individuals who may pose a risk of physical violence. This only heightens the need for a robust threat assessment protocol as a way of minimizing your legal exposure.

K Calder & Associates is a recognized leader in the field of individual threat assessment and risk management. Our experience includes staff training as part of a comprehensive workplace violence prevention program, including the strategic management of individual threats, such as homicide and suicide. Our training is built on a unique combination of solid theory and indelible real life experience, from a Canadian perspective.

Attendees at our training events have included safety, security and emergency management personnel, human resources and legal service professionals, investigators, corporate managers, as well as, others tasked with managing workplace violence. Our alumni represent organizations from all industrial sectors including health care, government, transportation, manufacturing, education, legal, construction, business services, private industry and hospitality. In every case, our approach to training is tailored to the needs of the client.

Participants are introduced to investigative, assessment and management strategies through interactive lectures, group and individual work, case studies and scenario-based applications. In addition, each participant receives a participant guide useful as a job aid and reference material.

### *You'll learn how to...*

- Identify behaviours and situations of concern
- Assess the risk of affective and predatory violence
- Recognize pre-incident behavioral cues associated with the risk of homicide and suicide in the workplace
- Identify key behaviors and situational indicators that the risk of violence is escalating



- Define and differentiate roles and responsibilities for threat management
- Develop threat management strategies to manage a various forms of workplace violence
- Establish investigation and monitoring strategies

## *Details*

**July 6-7, 2010**

8:30 a.m. - 4:30 p.m.

### **Toronto Board of Trade**

100 King Street West  
Toronto, Ontario

**Cost:** \$695 per person

## *Register*

<http://www.kcalderassociates.com/events.php>

## *What others are saying*

"The Practical Violence and Risk Assessment course was fantastic, and drove our threat assessment and management program to the next level. I am certain that this training will have a measurable improvement to the safety of our workplace."

*Adrian J. Nelson, CPP - Integrated Protection Services - West Fraser Health, Vancouver Coastal Health, Providence Health Care & Provincial Health Services Authority*

"I found Kevin's knowledge, skill and personal experience in this field evident throughout the training. His training provided me with the foundation to develop an effective targeted threat of violence management program. I highly recommend this training to anyone wanting to expand their knowledge in this area."

*Richard Golob, Corporate Occupational Safety Specialist  
BC Public Service Agency, Province of British Columbia*

"I unreservedly recommend K Calder and Associates for their work in threat / risk assessment, analysis and mitigation as well as in the training associated with these disciplines. I have found Kevin's work to be professional, timely and accurate, all of which is a reflection of the



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expertise, diligence and reliability he brings to a project. Kevin has a unique ability to earn and retain trust both with individuals and organizations and gets results while being appropriately sensitive to personal rights and needs. K Calder and Associates are excellent partners to have whether you are in difficult times or simply preparing for them."

*George Bell, Manager of Safety and Security BC Rapid Transit Company*

"We, the general public, are only familiar with what the media reports whenever a serious incident has occurred, but it's interesting to note that many of these potential threats are defused by advisors such as you... The threat of violence can be negated through identification, assessment and management. Of particular interest was your explanation of the types of workplace violence perpetrators and your breakdown of direct, veiled and conditional threats."

*Kevin Hayes, Director*

*Canadian Society of Safety Engineering, B. C. Lower Mainland chapter*

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practical threat management solutions