The link between fraud and bullying exists. Review some real fraud cases where there has been bullying that either precipitated the fraud or allowed it to go undetected. Learn how to develop and implement proper policies and procedures in dealing with bullying and fraud.

Discover a practical approach and best practices in conducting fraud investigations. The principles can be applied to other internal investigations including theft, harassment, conflict of interest, breach of IT policies or allegations of workplace violence. Implement a basic framework for fraud investigations before it begins. Examine your present strategy and process and understand potential problem areas to avoid the courts.

Managing in Quicksand
Bruce Beakley, Director of Human Resources, County of Renfrew

In today’s evolving legal landscape with initiatives like the OHSA’s Bill 168, the “new” Ontario Human rights process and the obligations around disability management, one would question why anyone would want to be an employer now? Most of us don’t have that choice in the public sector. In the private sector, it is better to work for yourself than for someone else.

Unions and employees have learned how to “roll the grenade” by dropping terms like harassment, bullying and discrimination. How do we respond to these challenges? What are the steps for due diligence?

Obtain valuable insights from an HR perspective about these challenges and gain tips and strategies to better ensure accountability in today’s work environment.

Difficult Conversations: How to Get a Grip
Monika B. Jensen, Principal, Aviary Group

We have all held an uncomfortable conversation as a result of poor performance, an investigation into unwelcomed behaviour or attitude and offensive conduct at work. The conversation becomes tough when employees feel the stakes are high, when perception varies regarding the circumstances of the events and when emotions are strong.

It is imperative to be able to express views calmly and with confidence even when the situation or event becomes difficult and frustrating. Learn how to better tackle negative topics.

Review some best practices to assist you in “keeping your cool and emotions under control” in difficult situations. Acquire new skills to offset these situations and dissolve barriers to excellent interpersonal relations with underperforming employees.
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