

Designed for Employers, Human Resources, Police, Insurance Adjusters and Health Care Professionals

The New Face of Human Behaviour

Mental illness in the workplace is the singular most challenging issue facing employers today. Reduce your exposure to risk and learn to identify real signs of depression, initiate dialogue to gain insight, determine response techniques, and develop de-escalation and containment methodologies.

Wednesday April 15, 2015 8:00am - 4:30pm

London Convention Centre
300 York Street, London Ontario N6B 1P8
Continental breakfast, breaks and lunch.

**Register Before
March 31st
and Save**

MENTAL ILLNESS in the WORKPLACE

Bill Wilkerson - Keynote Luncheon Speaker

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MENTAL ILLNESS

in the **WORKPLACE**
costs **CANADIAN EMPLOYERS**
\$6 BILLION in lost productivity
ANNUALLY

8:00 AM Registration and Continental Breakfast

9:00 - 10:30 with Dr. Kate Partridge

Decreasing absenteeism. We all talk about it but nobody does anything. Most workplace absenteeism is caused by some form of stress. Whether mental, physical or emotional stress... How does it evolve and what can we do once stress grips us? In addition, Dr. Partridge will introduce life-altering exercises that when applied will de-escalate stressful situations and reduce them to calm and manageable levels. You'll be able to use the techniques learned here at home, work and to share with others.

10:50 - 12:15 with Cézanne Charlebois LL.B.

"My Doctor says I'm Stressed..." The gradual onset of mental stress arising out of employment has historically been denied by WSIB, but a recent Charter challenge has ruled previous practices unconstitutional. What does this mean for the future of WSIB stress claims, and how can employers prepare themselves for this uncertain future? Cézanne will speak to the dark side of stress claims and provide employers with insight on how to manage and respond to the fallout that is likely to arise from WSIB.

12:45 - 2:15 with Keynote Speaker Mr. Bill Wilkerson

Bill Wilkerson published a set of mental health principles signed jointly by the Canadian Association of Chiefs of Police, Canadian Police Association and Canadian Association of Police Boards.

MENTAL ILLNESS IN THE WORKPLACE

Mental illness is marked number 4 of the top ten causes of disability in the world. Bill realized that afflictions such as mental illness had begun out pacing many traditional illnesses in terms of frequency. "And once you revealed that fact, you encountered the most telling insight of all... Mental illness is emerging along with depression and heart disease, as the leading causes of absenteeism and loss of productivity in the workplace." Dealing with depressed, anxious, unstable and sometimes the desperate, is a First Responder's greatest Achilles Heel. Bill Wilkerson will speak to these facts.

2:35 - 4:30 with Dr. Carole Chaski

Dr. Chaski is the front runner in the area of Forensic Linguistics. And? What is that? Forensic linguistics is cutting edge science that can uncover a writer's hidden agenda that holds veiled meaning inside the written word, cluster disgruntled employee groups by communications, and identify authorship of anonymous nastygrams on blogs, social media and corporate networks.

Forensic linguistic technologies distinguish real threats from disgruntled outbursts, suicide notes from depression, and bullying from frustration. Developed on real life data and tested for statistical precision, the science provides Human Resources with a new tool to strengthen investigations and supports Law Enforcement, lawyers, private individuals and corporations whenever language is potential evidence in crimes and civil disputes.



REGISTER BY EMAIL OR PHONE:
bglazer@corporateinvestigations.com
1-800-561-0574

Early Bird Registration Before March 31, 2015:
\$386.99 + HST

Registration After March 31, 2015: \$429.99 + HST
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Ron LeClair LL.B.

will be present to lend Labour Law expertise and available to offer his legal view on all matters discussed this day. Ron will field any related questions from the floor that require a due diligence opinion.

April 15, 2015 8:00 AM - 4:30 PM
London Convention Centre

bglazer@corporateinvestigations.com or 1-800-561-0574 to Register

The New Face of Human Behaviour Speaker Bios



BILL WILKERSON - KEYNOTE LUNCHEON SPEAKER

Bill Wilkerson was the first to put the "disease of our times" on Canada's corporate radar even though it was the fastest growing cause of disability, lost time and productivity in the workplace. Bill spoke on depression and mental illness at a time when it was taboo. Mr. Wilkerson has been recognized and awarded by the Canadian Psychiatric Association. He has met celebrities who made mental illness their cause, such as Patrick Kennedy (son of former Teddy Kennedy) and actor Glenn Close, who publicly speaks on the stigma of mental illness. His careers include Executive Assistant for Federal Ministers, the Chief of Staff for Toronto Mayor Art Eggleton, Senior Executive and principal advisor to the Board of Governors with the NHL, the CFL and the Toronto Blue Jays. His last career as Chief Executive of Liberty Health steered him into his passion for mental health. Since Bill's retirement, scientists and business leaders in Europe enlisted him to target depression in the workplace on a global scale.



DR. KATE PARTRIDGE, PSYCHOLOGIST (Mindfulness Meditation)

Dr. Partridge is London's leading expert in Mindfulness-Based Stress Reduction whose work helps adults deal with stress-related physical and emotional problems, anxiety, panic, depression and chronic pain. Dr. Partridge will speak on this scientifically-based technique on how to cultivate calmness, ground negativity that arises with physical and mental stress, and workplace depression. With a Ph.D. from Simon Fraser University, Dr. Partridge moved to Osaka, Japan where she lived and worked as a Psychologist returning to London to work at St. Joseph's Hospital in the Departments of Psychology and Health Psychology. Teaching meditation since 2003 and with 30 years in the field, Dr. Partridge is now in private practice at the London Mindfulness Clinic.



CÉZANNE CHARLEBOIS MA, LL.B. (Certified Specialist in WSIB Law)

Cézanne Charlebois is a strong voice against the WSIB's decision to allow work-related stress claims and will speak on what may encourage people who are simply "stressed out at home" to pursue compensation benefits. Cézanne is Managing Partner of Charlebois Associates and Vice President Managing Director at Workplace Health and Safety Network. In addition, Cézanne has been appointed to be on the Ontario Bar Association's Workers' Compensation Executive Committee. Her practice is almost exclusively in management-side worker's compensation law. She has earned a reputation as a tenacious fighter for her clients in order for them to obtain favourable evidence-based decisions.



CAROLE E. CHASKI, PHD (Forensic Linguist)

Dr. Carole Chaski has consulted with human resource/security executives, investigators and law enforcement in cases ranging from threats to intellectual murder and terroristic property theft, and employment suits. Dr. Chaski received her MEd in Psychology of Reading from the University of Delaware, and her MA and PhD in Linguistics from Brown University. Since the 1990's, Dr. Chaski has pioneered research in Forensic Linguistics winning the first US Federal funding in this field. She established the internationally recognized "Institute for Linguistic Evidence" making forensic linguistics a true forensic science compliant with both legal admissibility standards and linguistic theory, having testified in US Federal and State courts. Dr. Chaski will provide case studies on this little known science by which Private Sector Employers, Police, Lawyers, Insurance Providers and Medical Communities will begin to recognize, apply and embrace its forensic value.



RON LECLAIR LL.B. (Partner with Fillion Wakely Thorup and Angeletti LLP)

Ron LeClair is a partner working in the London office of Fillion Wakely Thorup and Angeletti, practicing all areas of labour law and employment law, including human rights and occupational health and safety matters. Because of the specialty and nature of Dr. Chaski's presentation, Ron will be present to address Canadian legal content questions that are likely to arise as well as any other speaker-related issues the audience will likely want to direct to Mr. LeClair.

