****

[**Pink Larkin**](http://www.pinklarkin.com/) **Restorative Workplace Investigations Workshop**

***For Senior Human Resources Practitioners***

***Part I: November 13, 2015***

***Part II: May 13, 2016***

Instructors: [Kim Turner](https://pinklarkin.com/?p=259), Q.C. and [Gail Gatchalian](https://pinklarkin.com/?p=31), [Pink Larkin](http://www.pinklarkin.com/)

Location: Pink Larkin, 1463 South Park Street, Suite 201, Halifax, Nova Scotia

Date:     Part I - Friday, November 13, 2015, 8:30 a.m. – 4:30 p.m.

Part II – Friday, May 13, 2016, 8:30 a.m. – 4:30 p.m.

Registration Deadline: November 2, 2015

Cost for Parts I and II: $500– workshop materials, breakfast, lunch and refreshments included

Cost for Part I only: $300 – workshop materials for Part 1, breakfast, lunch and refreshments included

To register, contact Sandy McKenna at [smckenna@pinklarkin.com](mailto:smckenna@pinklarkin.com)

It’s one thing to understand the mechanics of a [workplace investigation](https://pinklarkin.com/?expertise=workplace-investigations). It’s another thing to conduct a workplace investigation that not only gathers the relevant information but also gets to the root cause of a problem in the workplace and protects workplace relationships.

This workshop is for ***senior human resources*** ***practitioners*** who wish to more than simply protect their organization from potential and costly legal liability arising from allegations of employee misconduct such as harassment, bullying or workplace violence. This senior-level workshop will discuss the mechanics and best practices of an investigation and highlight both employer legal obligations and opportunities to restore workplace relationships at each step of the investigation. This will be done with the intent of moving your investigation beyond a set of check-offs and toward the goal of restoring and/or building respectful and healthy workplace cultures.

Part I of the Workshop will focus on skills development. This part of the workshop will go further than the mechanics of a workplace investigation, covering complex topics such as:

* Pre-investigation planning and communications
* Employer legal obligations
* Investigator competence and impartiality
* Cultural competence
* The mechanics of a sound and ethical investigation
* Employee privacy
* Potential for rehabilitation of individuals and relationships at each step of the investigation
* Effective report-writing
* Post-investigation restorative measures, such as mediation

The workshop will provide hands-on skills development through role-playing, case studies tackling tough situations and common, but often overlooked, failures in the investigative process, as well as cover the most recent developments in the law surrounding workplace investigations.

Participants are expected to then practice their skills in the field. Part II of the Workshop will be held in six months time to discuss particular questions raised and challenges faced by participants in the field, and provide them with additional tools, such as:

* Planning and conducting investigations more efficiently
* Identifying opportunities for workplace relationship restoration earlier and more effectively
* Honing interview skills to uncover the real issues behind a particular dispute
* Discussing post-investigation workplace restoration tools with stakeholders
* Other topics as requested by workshop participants

The workshop is capped at 25 participants to allow for maximum interaction and instruction.