



Training Program Calendar



2025



Your Partners in Learning & Development

HR Performance & Results is pleased to present a suite of virtual and in-person training programs to educate your team on a variety of topics in a number of human resources and health and safety related areas.

What differentiates our programs from other training providers?

As a leading provider of human resources and health and safety services across Canada, we understand how challenging it can be to keep abreast of all of the employment legislative requirements and to ensure that your management team has the knowledge, skills, and abilities to manage people effectively.

Whether you need to meet legislative requirements, address skills and knowledge gaps, or educate your employees on critical HR topics, our vast suite of learning and development programs offer employers practical solutions to their training needs.

All our workshops are based on adult learning principals incorporating discussion, individual and group exercises, and lecture style. Each participant will receive a participant manual including tools and resources that can be used as a reference guide in their workplace and a certificate of completion.

Leadership Programs

These programs are intended for owners, managers, supervisors, team leads, HR professionals, etc.

- ◆ **Why Can't I Just Fire Them?** — Terminations
- ◆ **How to Ensure Employees Get Along** — Conflict Resolution
- ◆ **Why Can't We Communicate?** — Effective Communication in a Diverse Workplace
- ◆ **Why Can't I Just Hire Them?** — The Art of Effective Interviewing
- ◆ **Understanding Employment Legislation** — Workshop Series
- ◆ **The Essentials of Supervision** — Workshop Series

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Employee Programs

These programs are intended for employees.

- ◆ Respect in the Workplace
- ◆ Conflict Resolution in the Workplace
- ◆ Effective Communication in the Workplace

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Education is the key to success!

Browse through the brochure for more program information!



Your Partners in Leadership Learning & Development

HR Performance & Results is pleased to present a variety of workshops offering practical solutions and best practice strategies for employers and their management teams to address current events and issues arising in their workplaces.

The following programs are recommended for owners, supervisors, managers, HR professionals, etc.



Why Can't I Just Fire Them? - Terminations

You can fire them – but it will cost you!

During this practical, interactive workshop, participants will learn how to manage the risks associated with managing difficult employment related matters and possible termination outcomes.

Agenda:

- ◆ Employment Standards Act and Common Law
- ◆ Managing difficult employment related matters and possible termination outcomes
- ◆ Absenteeism, Accommodation and Employees with Mental Health, Drug and Alcohol issues
- ◆ Harassment and workplace violence
- ◆ Performance related issues
- ◆ Grounds for Cause
- ◆ Strategies to Minimize Risks

Date: March 7, 2025

Time: 9:00am—12:30pm

Location: Virtual (Zoom)

Fees: \$525.00 (+HST)



How to Ensure Employees Get Along — Effective Conflict Resolution

A Skill That Every Supervisor Needs!

Conflict in any workplace is inevitable. It's how you manage and resolve the conflict that determines the impact on your workplace culture and ultimately the retention of your employees. In this workshop, participants will learn effective conflict resolution skills that they can immediately apply in the workplace.

Agenda:

- ◆ Introduction to conflict
- ◆ The causes and impact of conflict in the workplace
- ◆ Emotional Intelligence
- ◆ The role of managers and supervisors in managing conflict
- ◆ Strategies to deal with conflict and practically apply them

Due to popular demand, this program will be offered twice, once in Barrie, and again in Toronto.

Location: HRPAR Office (Barrie)

Date: April 10, 2025

Time: 9:00am—12:30pm

Fees: \$525.00 (+HST)

Location: Vaughan, ON

Date: April 11, 2025

Time: 9:00am—12:30pm

Fees: \$525.00 (+HST)

Why Can't We Communicate? - Effective Communication in a Diverse Workplace

In today's diverse workplaces, it is critically important that supervisors and managers have the knowledge and skills necessary to foster a respectful and inclusive work environment. In this workshop, participants will gain a deeper understanding of diversity, develop their cultural competence, and learn inclusive communication strategies for immediate application in their workplace.

Agenda:

- ◆ Understanding Diversity
- ◆ Cultural Awareness and Unconscious Bias
- ◆ Barriers to Communication
- ◆ Effective Communication
- ◆ Inclusive Communication Strategies

Due to popular demand, this program will be offered twice, once in Barrie, and again in Toronto.

Location: HRPAR Office (Barrie)

Date: May 22, 2025

Time: 9:00am—12:30pm

Fees: \$525.00 (+HST)

Location: Vaughan, ON

Date: May 23, 2025

Time: 9:00am—12:30pm

Fees: \$525.00 (+HST)

Why Can't I Just Hire Them? — The Art of Effective Interviewing

During the interactive workshop, participants will practice the art of designing effective interview questions to ensure that they are hiring top talent using practical tips and strategies for immediate application in their workplace.

Agenda:

- ◆ Designing interview questions
- ◆ The art of asking questions
- ◆ Benchmarking candidate responses

Date: September 25, 2025

Time: 9:00am—12:30pm

Location: Virtual (Zoom)

Fees: \$525.00 (+HST)

Understanding Employment Legislation — Workshop Series

This three-part series is intended to build on the high-level overview of employment legislation in Ontario provided in our “Understanding Employment Legislation” e-commerce programs, taking a deeper-dive into specific sections of the legislation.

Participants will have the opportunity to work through real-life scenarios and learn how the legislation is practically applied in their workplaces in order to ensure compliance.

Participants are encouraged to complete the corresponding e-commerce programs prior to attending these sessions. Participants will receive a 15% discount code for the e-commerce programs upon registering for each program.

Part I — Ontario Employment Standards Act

Date: October 23, 2025

Time: 9:00am—12:30pm

Part II — Ontario Occupational Health & Safety Act

Date: November 6, 2025

Time: 9:00am—12:30pm

Part III — Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act

Date: November 20, 2025

Time: 9:00am—12:30pm

Location: Virtual (Zoom)

Single Session Fee: Per Session —\$525.00 (+HST)

Bundle Fee: Parts 1-3 — \$1,275.00 (+HST)



The Essentials of Supervision — Workshop Series

The purpose of our Essentials of Supervision workshop is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces.

All our workshops are based on adult learning principles incorporating discussion, individual and group exercises, and lecture style. Each participant will receive a participant manual including tools and resources that can be used as a reference guide in their workplace.

Agenda:

Module 1 — Your Role as a Supervisor & Employment Law

Module 2 — Effective Communication & Conflict Resolution

Module 3 — Performance Management

Module 4 — Coaching & Progressive Discipline

Module 5 — Hiring Top Talent

Module 6 — Retaining Top Talent

Spring Series

Dates: May 7, 14, 21, 28 & June 11, 18

Time: 8:30am—12:30pm

Location: Hybrid (In-person or Virtual)

Fees: \$2,500.00 (+HST)

Fall Series

Dates: September 17, 24 & October 1, 8, 22, 29

Time: 8:30am—12:30pm

Location: Hybrid (In-person or Virtual)

Fees: \$2,500.00 (+HST)

For more information on our training programs and how to register, [Click Here](#).



Your Partners in Employee Learning & Development

HR Performance & Results is pleased to present a variety of workshops offering practical solutions and best practice strategies for employees to address current events and issues arising in their workplaces. Each program is offered in-person and virtually throughout the year.

The following programs are recommended for employees.



Respect in the Workplace

Employers have a legal obligation to ensure their employees are trained on workplace violence and harassment. In this workshop, participants will learn the importance of respect, identifying and addressing harassment and violence, and promoting a culture of civility. Participants will gain the knowledge and skills necessary to contribute to a positive and inclusive workplace.

Agenda:

- ◆ Importance of Respect and Safety in the Workplace
- ◆ Defining Workplace Harassment, Discrimination, Violence, and Bullying
- ◆ Identifying, Reporting, and Responding to Workplace Violence and Harassment
- ◆ Cultivating a Workplace Culture of Civility and Respect

Date: March 13, 2025
Time: 9:00am—12:30pm
Location: HRPAR Office (Barrie)
Fees: \$525.00 (+HST)

Date: September 26, 2025
Time: 9:00am—12:30pm
Location: Virtual (Zoom)
Fees: \$525.00 (+HST)

Conflict Resolution in the Workplace

A Skill That Every Employee Needs!

Conflict in any workplace is inevitable. It's how you manage and resolve the conflict that determines the impact on your workplace culture. In this workshop, participants will learn effective conflict resolution skills that they can immediately apply in the workplace.

Agenda:

- ◆ Introduction to conflict
- ◆ The causes and impact of conflict in the workplace
- ◆ Emotional Intelligence
- ◆ Strategies to deal with conflict and practically apply them

Date: April 24, 2025
Time: 9:00am—12:30pm
Location: HRPAR Office (Barrie)
Fees: \$525.00 (+HST)

Date: October 31, 2025
Time: 9:00am—12:30pm
Location: Virtual (Zoom)
Fees: \$525.00 (+HST)

Effective Communication in the Workplace

In today's diverse workplaces, it is critically important that employees have the knowledge and skills necessary to foster a respectful and inclusive work environment. In this workshop, participants will gain a deeper understanding of diversity, develop their cultural competence, and learn inclusive communication strategies for immediate application in their workplace.

Agenda:

- ◆ Understanding Diversity
- ◆ Cultural Awareness and Unconscious Bias
- ◆ Barriers to Communication
- ◆ Effective Communication
- ◆ Inclusive Communication Strategies

Date: May 16, 2025
Time: 9:00am—12:30pm
Location: HRPAR Office (Barrie)
Fees: \$525.00 (+HST)

Date: November 28, 2025
Time: 9:00am—12:30pm
Location: Virtual (Zoom)
Fees: \$525.00 (+HST)

For more information on our training programs and how to register, [Click Here](#).

