



Training Program Calendar

2025





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 employee related matters 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.

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

How to Ensure Employees Get Along Effective Conflict Resolution

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.

This program will be offered in-person in Barrie, ON and in Vaughan, ON. Location details to be provided upon registration.

Location: Vaughan, ON	Location: HRPAR Office (Barrie)
Date: April 10, 2025	Date: April 11, 2025
Time: 9:00am—12:30pm	Time: 9:00am—12:30pm
Fees: \$525.00 (+HST)	Fees: \$525.00 (+HST)

The Accountability Advantage How to Build Trust and Optimize Performance

Accountability in the workplace is critical to ensuring all employees are responsible for their actions, behaviors, and job performance. This workshop will explore the role of supervisors and managers in holding employees accountable, providing practical strategies to create a workplace culture of trust and accountability.

Date: May 2, 2025
Time: 9:00am—12:30pm
Location: Virtual (Zoom)
Fees: \$525.00 (+HST)

Why Can't We Communicate? Effective Communication in the 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.

This program will be offered in-person in Barrie, ON and in Vaughan, ON. Location details to be provided upon registration.

Location: HRPAR Office (Barrie)	Location: Vaughan, ON
Date: May 22, 2025	Date: May 23, 2025
Time: 9:00am—12:30pm	Time: 9:00am—12:30pm
Fees: \$525.00 (+HST)	Fees: \$525.00 (+HST)

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

In this 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.

Date: September 25, 2025
Time: 9:00am—12:30pm
Location: Virtual (Zoom)
Fees: \$525.00 (+HST)



The Essentials of Supervision Workshop Series

This six-week series is intended 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.

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)

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, exploring, in detail, the specific sections of the legislation.

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)



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.

For more information or to register online, visit hrpar.ca/training-events

SAVE 10% ON COURSES

When you sign up with 2 or more people
OR sign up for 2 or more courses

Reach out to our team at hrpar.ca/contact to learn more.
Offer excludes E-Learning programs.



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 employment related matters arising in their workplaces. Each program is offered in-person and virtually throughout the year.

The following programs are recommended for employees.

Visit us at to hrpar.ca/training-events to see detailed program content or to register

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 workplace culture of civility. Participants will gain the knowledge and skills necessary to contribute to a positive and inclusive workplace.

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

Date: May 16, 2025	Date: October 31, 2025
Time: 9:00am—12:30pm	Time: 9:00am—12:30pm
Location: HRPAR Office (Barrie)	Location: Virtual (Zoom)
Fees: \$525.00 (+HST)	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.

Date: June 19, 2025	Date: November 28, 2025
Time: 9:00am—12:30pm	Time: 9:00am—12:30pm
Location: HRPAR Office (Barrie)	Location: Virtual (Zoom)
Fees: \$525.00 (+HST)	Fees: \$525.00 (+HST)



Seeking additional training for your team?
Explore our suite of On-Demand
E-Learning programs!



- Understanding & Applying Employment Legislation
- Health and Safety Compliance Training
- AODA Training
- WHMIS Training
- Workplace Violence and Harassment Training
- Diversity, Equity, and Inclusion Training
- And so much more!

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