



**Putting Humpty Dumpty Together Again
(Restoring Your Team After A Workplace Investigation)**

Fredericton, NB – Thursday May 30, 2019 – UPDATED DATE

ADR Atlantic Institute offers this one-day professional development workshop to ADR practitioners, Human Resources Professionals, Managers, Supervisors, and Union Representatives.

OVERVIEW OF THE TRAINING

A Workplace investigation is primarily used as a tool for the imposition of discipline. It is not a tool for getting teams and co-workers unstuck from conflict. If anything, regardless of outcome, the dysfunctional dynamic in the workplace can actually worsen after an investigation.

There is a way forward – a way to get unstuck from the dysfunction of conflict and to move beyond blame. In this workshop attendees will learn how to use the Pro-Social Matrix Communication Process (PMCP) tool. This is a cutting-edge, evidence-based approach to move teams from a reactive stuck state to a proactive unstuck state: where workplace actions are values based and focused on achieving shared purposes.

The Google Aristotle project studied workplace teams and identified 5 key dynamics teams need to succeed. They are:

1. **Psychological safety:** Can we take risks on this team without feeling insecure or embarrassed?
2. **Dependability:** Can we count on each other to do high quality work on time?
3. **Structure & clarity:** Are goals, roles, and execution plans on our team clear?
4. **Meaning of work:** Are we working on something that is personally important for each of us?
5. **Impact of work:** Do we fundamentally believe that the work we're doing matter?

The initial goal of the PCMP process is to create a psychologically safe space for leaders and teams to begin transforming dysfunctional workplace dynamics. Of the 5 Google factors, psychological safety is the most important condition and is the base support on which the 4 other conditions take shape.

COST: \$350 plus HST (ADRAI members); \$350 plus HST (CPHRNB members), \$400 plus HST (non-members) – registration limited

LOCATION: University of New Brunswick – Wu Centre (Room 204)

DATE: Thursday May 30, 2019
Registration – 8:30am
Workshop – 9:00am – 4:30pm

Register at:

https://www.adratlantic.ca/ADRAI/ADRAI_Events/ADRAI/Events/Events_List.aspx?hkey=78282acb-728c-42ea-907c-43fe822c31aa

CPHRNB may grant CPD hours for this event
ADRAI will recognize this event for Professional Development purposes

Mr. Pizzo has 30 years' experience resolving difficult workplace conflicts as a labour and employment lawyer. He is a certified mediator and coach (CPCC). He is also certified in the Pro-Social Matrix Communication Process, a cutting edge, evidence-based approach to help people effect sustained behavioural change, become more effective and achieve their goals.

<https://pinklarkin.com/lawyers/ron-ald-e-pizzo/>