

# Workplace Investigations

THE RIGHT TALENT

## Contact

**Roelf Woldring**

**(416) 427-1567**

[roelf@the-right-talent.ca](mailto:roelf@the-right-talent.ca)

***“Over forty years of workplace behaviour expertise. Call the workplace investigation / organizational change experts who understand the psychology of your work force.”***

## Discretion That Delivers Results

You have a people issue. You need a discrete team of skilled investigators to get to the heart of the problem. The lead investigator must have the experience to understand your situation. The investigation team must work well with you and your executives. You need solutions, quickly. There is a lot at stake.

Our workplace investigations focus on:

- Sexual Harassment
- Workplace Harassment / Bullying
- Inappropriate Workplace Relationships
- Corporate Fraud
- Misuse of Corporate Assets

These issues need quick resolution to protect your organization's reputation and the productivity of your work force. When these issues are dealt with discretely, lawsuits are avoided. Your organization's public image is maintained.

The Right Talent is skilled in conducting confidential third-party workplace investigations. We do investigations that

The Right Talent



range from the simple (1 investigator, 1 incident) to the complex (an investigative team, multiple incidents).

Sometimes, an investigation will reveal the need for a follow-up organizational change intervention. We are organization change experts. We can create and deliver:

- custom organization culture surveys,
- organization development workshops,
- soft skill and conflict management training,
- personalized one-on-one coaching based on 360° feedback.

We will work with your in-house leaders to empower their staff to embrace the new, increasing everyone's effectiveness and productivity.

---

## Experience counts ....

The Right Talent draws from a range of experienced professionals who skilled in investigating business issues. Depending on your problem, our team can include workplace investigators, lawyers, forensic accountants, senior human resources professionals, Information technology professionals and work place conflict experts. Our practice lead, Roelf Woldring, brings decades of business

experience to each assignment. Roelf has top tier corporate background. His graduate education is in the psychology of the workplace, He is a talented investigator and organizational change leader. He has led numerous investigations and their consequent 'fix things' interventions. His ability to pin-point the people issues within an organization while practicing extraordinary discretion will produce the investigation and change results you need.

# Investigating: Advanced Know How

[The-Right-Talent.ca](http://The-Right-Talent.ca)

**Contact**  
**Roelf Woldring**  
**(416) 427-1567**

[roelf@the-right-talent.ca](mailto:roelf@the-right-talent.ca)

*“Training others requires more than being able to do yourself. Great professional development happens when the instructors combine personal mastery of the skills being taught with a deep understanding of the way adult professionals acquire new skills.”*

*Roelf Woldring*

## “Training at the speed of business life ...”™

You have been asked to do an investigation. Conducting one is not the same thing as doing business on a day-to-day basis. Individuals have different memories of the same event. Some people intend to deceive. Gathering evidence requires that you do more than just listen to people.

You will:

1. Learn how to conduct an investigation so that you achieve the required results while staying within legal and ‘fair process’ guidelines. (Day 1)
2. Transform your evidence into the findings and the reports needed to take action on the investigation’s results. (Day 2)
3. Acquire the advanced interviewing skills that you need to get ‘behind’ the first level of what your interviewees tell you, so that you successfully gather the evidence required by the investigation. (Days 3 to 5)

Attend Days 1 and 2 if you are responsible for initiating, overseeing, and acting on an investigation.

Add Days 3 to 5 to acquire the power interviewing and effective ‘fair process’ skills you need to conduct an effective investigation.

---

## Skilled investigators as well as professional development educators ....

The lead instructor, Roelf Woldring of The Right Talent, is an accomplished adult educator as well as a talented lead investigator. His e-learning programs are available at [www.ktkhkw.com](http://www.ktkhkw.com).

## The Right Talent



Investigations range from the simple (1 incident, 1 investigator) to the complex (many incidents, an investigative team). Each type of investigation has its own nuances. Manage these dynamics when investigating:

- **BULLYING / HARASSMENT AT WORK**
- **SEXUAL HARASSMENT AT WORK**
- **INAPPROPRIATE PERSONAL RELATIONSHIPS AT WORK**
- **OCCUPATIONAL FRAUD**
- **MISUSE OF CORPORATE ASSETS**

This program is a must if you are:

- **AN INTERNAL OR INDEPENDENT INVESTIGATOR**
- **A LEGAL PROFESSIONAL**
- **A HUMAN RESOURCE PROFESSIONAL**
- **A FORENSIC ACCOUNTANT**
- **A UNION LEADER**
- **A BUSINESS LEADER**

Simulations based on real cases, short lectures, video clips, check lists, how to guides, and personal videotaped practice with individual feedback ... all in a working binder that will guide you back on-the-job.

The instructional team are all doers, as well as educators. They bring real life investigation experience to this program, while maintaining client confidentiality.