

Tyrone A. Holmes, Ed.D

A Professional Speaker and Consultant
Building Powerful CONNECTIONS® in
Diverse Organizations



Uncivil Behavior and Uncomfortable Conversations

Incivility is a significant problem in the workplace and in our communities. Uncivil acts such as yelling, berating, ignoring, interrupting and sending demeaning emails and texts reduce productivity, decrease employee engagement, increase absenteeism and turnover, and erode trust within the organization. When uncivil acts occur, they need to be addressed, and this will almost always result in an uncomfortable conversation.



Because of this presentation, you will be able to:

- Define emotional noise and describe how this noise makes conversations more uncomfortable.
- Define uncomfortable conversations and apply specific actions we can take to manage these conversations more effectively. This includes the effective use of skills such as *active listening* and *empathy*.
- Use a 3-step feedback model to give and receive constructive, behavior-focused feedback.
- Facilitate an effective *bystander intervention*.

Book Dr. Holmes for your next meeting or event

Contact info

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Testimonials

Civility is always a timely topic in the workplace. The City of Glendale Employee Inclusion Network was pleased to host Dr. Holmes as part of our annual Martin Luther King Jr. event. Dr. Holmes seamlessly linked Dr. King's legacy to workplace civility. His presentation was thought provoking, interactive and engaging! Participants especially found key components of his training useful both personally and professionally. We look forward to working with Dr. Holmes in the future!

LeJeune Boone, MAOM, Sr. HR Business Partner, City of Glendale, Glendale, AZ

A very unique ability is to captivate an audience and make them process your spoken words long after you have left the room. This, I am sure, occurs on many occasions when Dr. Tyrone A. Holmes speaks. It certainly happened when he spoke at the Association for Multicultural Counseling and Development's Samuel H. Johnson Luncheon. He understood our mission and delivered a powerful and memorable keynote address that provided our guests with the "professional opportunity of a lifetime".

S. Kent Butler, Ph.D, PLPC, NCC, NCSC, Associate Professor, University of Missouri at St. Louis

I would like to thank you for facilitating our ADC retreat on August 22. I thought it was extremely helpful and judging from the feedback I received, many of the Deans felt the same way too. I appreciate your expertise and look forward to working with you again in the near future.

Chukuka S. Enwemeka, Provost and Senior Vice President, San Diego State University



Dr. Tyrone A. Holmes is a professional speaker and consultant who has spent three decades teaching thousands of people to build powerful relationships in diverse settings. He received his bachelor's degree in Rehabilitation Education and master's degree in Counselor Education from Penn State University. Dr. Holmes received a second master's degree in Business Management from the State University of New York, before earning a perfect 4.0 GPA in his Counselor Education doctoral program at Penn State. As the owner of T.A.H. Performance Consultants, he has facilitated more than 1,500 keynotes, training seminars and virtual workshops that have taught participants to connect with others despite their differences, to effectively articulate their messages, to connect with diverse audiences and groups, to increase civility in the workplace and to reduce the negative impact of unconscious bias. Dr. Holmes served as a full-time faculty member at Eastern Michigan University in the Department of Leadership and Counseling, and at Wayne State University in the Department of Theoretical and Behavioral Foundations. He is also a Past President of the Arizona Chapter of the National Speakers Association. Dr. Holmes is an eSpeakers Certified Virtual Presenter, Certified Virtual Host and most recently, Certified Virtual Master Presenter.

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