

# Hammond International Inc.

## Helping Teams Work Better Together

Training – Professional Development - Consulting – Facilitation

### Company Description:

Hammond International Inc.'s training, consulting, facilitation services help teams work better together. Charmaine and her expanded team of experts have more than 150 years of combined experience. **Our proven conflict resolution, difficult conversations and negotiation model used for the past 27 years has helped companies save millions of dollars** in employee turnover, formal complaints, investigations, mediation, and litigation. Our model and training have been utilized by corporations of all types and sizes across numerous industries. We provide services across Canada in person, virtually and in hybrid formats.

We specialize in the Human Side of Business and People & Culture by providing Workplace Training, Keynotes, Professional Development, Leadership Development, Seminars, Workshops, Lunch & Learns, Facilitation, Consulting, Educational Programs including Train the Trainer, and Workplace Solutions to help your organization work better together in today's rapidly changing work environment. **We help teams work better together!**

### Who We Work With:

- C Level Executives
- Teams (all levels and roles)
- Senior Leaders
- Employee Resource Groups
- Frontline Leaders
- Frontline Employees

### The departments who most commonly contact us to work with their corporation:

- Senior Leaders & Department Leads
- Training, Learning & Development
- Workplace Safety
- Human Resource & Total Rewards
- DEI, People & Culture
- Employee Resource Groups

### Core Capabilities, Competencies and Qualifications:

Hammond International Inc. is a Certified WBE. Charmaine Hammond, business of Hammond International Inc. has a Master's Degree in Conflict Analysis & Management, a BA in Social Development Studies, a Diploma in Social Work and another in Correctional Worker Studies. She is a Certified Speaking Professional (CSP) - Less than 12 percent of the 5,000+ speakers worldwide, who belong to the 14 member associations of the Global Speakers Federation (GSF), currently hold this professional designation. She has presented to more 500,000 people.

#### About Charmaine's Qualifications:

- \* Former Corporate Mediator
- \* MA in Conflict Analysis & Management
- \* Customizes and tailors training programs
- \* Customized design and delivery of all services
- \* Post training follow up support
- \* Exceptional Customer Service
- \* Measures ROI from services



Charmaine is the 2023 recipient of the 2023 WBE Leader Award of Excellence awarded by WBE Canada for her volunteer work on the Supplier Advisory Committee and mentorship support of women-owned businesses. She is the author of 5 books and is featured in 11 others. She frequently writes for trade magazines including Human Resources, Leadership and Workplace Wellness and Safety publications. She has presented to more than 75 municipalities.

*Charmaine has provided timely and effective conflict management training to managers at various levels in our organization. These are essentials skill for modern leaders. She is able to **customize her presentations** to suit specific needs and any size of group. In addition she provides concise support material and follow-up as needed. I **highly recommend her services.** Tony Hamori, Chief Superintendent, District Commander, Southern Alberta RCMP*

## Our clients include:

RCMP	Health Canada	Fire & Emergency Services
Ontario Power Generation	Staples Canada	Bell Canada
Dept National Defence	NorQuest College	Alberta Health Services
Government of Canada	Provincial Government	Municipalities
Sheridan College	Syncrude	Canadian Natural Resources Ltd.
Petro Canada	Suncor	Nutrien
Asia Business Forum	Canadian Payroll Association	SNC Lavalin
Southern Alberta Institute of Technology -SAIT	Lundbeck	Baxter International

## Training Topics include:

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| <ul style="list-style-type: none"><li>• Conflict Resolution</li><li>• High-Pressure Communication</li><li>• Difficult Conversations</li><li>• Leader as Mediator</li><li>• Workplace Collaboration</li></ul> | <ul style="list-style-type: none"><li>• Working Better Together</li><li>• Leading Through Conflict</li><li>• Giving and Receiving Feedback</li><li>• Resilience</li><li>• Boundaries for Better Well Being</li></ul> |
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Through our expanded team and partnerships, we have added Trauma-Informed Leadership, Cultural Diversity, Neurodiversity at Work, and a series of mental health preventative training programs to our training offerings: Mental Health First Aid, and Preventing Stress and Burnout. We have highly skilled consultants and trainers that we contract across the country to meet needs of large projects and multiple locations.

*The City of Leduc has partnered with Charmaine in 2023 to offer training to our leadership team. She successfully delivered two full days of training on Conflict Management and we had **great feedback from our staff**. Charmaine is very professional, positive and creative in the way she can engage and interact with her audience! One of our staff said she would attend anything she facilitated as she is an amazing presenter! **Vanessa Eckert-Good & Jeri Wolfe, HR/Org Devel. Administrator & Total Wellness Coordinator, city of Leduc***

## NAICS Codes

**541611 Administrative Management and General Management Consulting Services**  
**541612 Human Resources Consulting Services**  
**611430 Professional and Management Development Training**

## Contact information

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Year of incorporation: 1997

