

## JUDY LAWS, PHD, CPF – SENIOR ASSOCIATE

Judy Laws is a seasoned human resources development specialist with over 18 years of experience in the design, development, and delivery of interventions. In working with managers and employees, Judy acts as a catalyst for personal and organizational change. Her passion is creativity - how each one of us can discover and use our creative capabilities. Judy has established a reputation for providing excellence and high quality service to clients.

One of Judy's notable strengths is in the area of program design and delivery. As an instructional designer, Judy collaborates with clients in constructing customized programs to meet their needs. She has a talent for creating stimulating, thought-provoking learning environments.

A selection of Judy's work for Graybridge Malkam includes:

- Conducting Interviews as part of a research study into discrimination and harassment issues in a government department.
- Designing and delivering Train-the-Trainer programs for a private sector organization in aviation.
- Designing and delivering a one-day "Valuing People" program for managers.
- Consulting towards the development and implementation of a Diversity Strategy.
- Designing and delivering "Managing a Diverse Workforce", a two-day interactive workshop for managers focusing on communicating within diverse teams and creating inclusive work environments.
- Providing a keynote on Foreign Credential Recognition to a group of national associations.
- Delivering programs in a wide range of topic areas including: Creativity & Innovation, Interview & Selection Skills, Interpersonal Effectiveness, Conflict Management, New Employee Orientation, Performance Management, Giving & Receiving Feedback, and Objective Setting.

Judy has an Honours Bachelor of Commerce degree, a Master of Arts in Education and a Ph.D. in Education, from the University of Ottawa. Judy is a member of the Creative Research Foundation, and the American Creativity Association. In addition, Judy is a Certified Professional Facilitator with the International Association of Professional Facilitators.



### Feedback:

"Judy's delivery of the session "Building a Respectful Workplace" was extremely well done. Her customization of this seminar to our workplace engaged our employees, gave them a thorough understanding of the topic and stimulated discussion for weeks after. We would certainly consider and highly recommend her services, and those of Graybridge Malkam for future courses of this nature."

*Lori Kilmartin*  
Office Manager  
Cardinal Power of Canada, L.P.