



Why Hire Tammy Dunnett?



**Keynote, half day, full day,
and ongoing mentorship**

Featured Programs

*Burned Out, Broken, and Bitchin in
the Breakroom*

How to Gracefully Address A Bully

The Power of Perception

*When Compliance and
Correctness Collide*

1. **It's time to tame the elephant in the room!** If you have ever heard comments like "don't let Sally bother you, that is just how she talks", then you have denial. Employees have lost confidence that "problems" will be resolved and have shifted the culture to minimize the impact. This normalization needs to be exposed so we can start to do the real work and **shift back to solution focused care.**
2. **You want to keep your talent from leaving.** Competition is fierce, especially when looking to set yourself up as a great place to work. Patient satisfaction is tightly connected to nursing interactions. Knowing that **bullying and incivility tops the list of reasons why nurses leave** means we need a culture / paradigm shift.
3. **You need people to speak up.** Nearly 80% of healthcare providers do not speak up when they witness or experience dangerous shortcuts, disrespect, and incompetence. The fear of reprisal or escalation of intimidating behaviors is most often cited as a barriers. Tammy will provide your team with Safe Conversational Starters to help your staff address concerns in the workplace with confidence.
4. **You want an expert who is "authentically unique" and "joyfully contagious."** Tammy Dunnett has a genuine passion for helping people and organizations build safe places for difficult conversations. Her rich in content presentations are both **inspirational and motivational** as she shares her personal journey and struggles as a target in the workplace. She uses a blend of humor, stories, an occasional teary eye, and research to both motivate and inspire others to stand up to incivility and bullying.
5. **You want a toolbox of practical solutions for everyday problems.** Communication is not a one size fits all solution. Learning how and when to employ strategies to explore and manage conflict will put your supervisors and staff one step ahead of the game. She inspires audiences with practical solutions for communication, redesigning workplace culture, resolving conflicts, all while improving team work, morale and productivity.

6. **You want an expert who knows how to spot trouble.** Often the word bullying is associated with physical abuse and conjures up images of one being pushed around the playground. In the workplace, bullying can be subtle and often goes unreported. Tammy will walk your audiences through the signs and symptoms to watch for, how to identify a bad day versus a bully, and provide simple strategies to implement.
7. **You want PROVEN results, not untested theory.** Tired of doing the same old thing and expecting a different result? Tammy knows that the longer you avoid change, the more you risk becoming obsolete. Embrace your natural abilities to adapt and overcome challenges and jump into a new way to talking. The organizations that thrive are the organizations that create emotionally safe spaces to have difficult conversations. You have to do more than talk the talk, leaders need to walk the walk and walk often! One course, one policy, one bullet at a staff meeting is not sufficient to change the climate of the workplace. Overcoming conflict requires a daily commitment to look for smoke before it becomes a fire and intervene while the emotions are still malleable.
8. **You want an expert with cross industry experience.** Tammy has been embedded and invested in the healthcare industry since the 1990s, working with patients, families, and healthcare providers across Canada and overseas as a military nurse. A move to education in 2013 has provided opportunities to train Licensed Practical Nurses and Bachelor Trained Nurses in a variety of delivery modes and while acting as a community liaison. Tammy has a broad view across the healthcare profession that gives her a unique perspective on organizational barriers.



Tammy Dunnett

**Book Tammy Dunnett To Help Your Nurses
Minimize Conflict & Maximize Connections**

Communication
Crossroads



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