

CONSULTING SERVICES

PROACTIVE INVESTIGATIONS

Restoring and Enhancing Workplace Environments



The Problems with Investigations

When confronted with allegations of serious workplace misconduct, organizations often respond by conducting workplace investigations.

The hope? That the investigation will effectively address risks to individual's safety and well-being, to workplace productivity and culture, and to organizational reputation and legal liability.

The reality? The investigation often turns out to be costly, time-consuming and ineffective and has actually made the situation worse rather than better: people are more disgruntled, relationships are more strained, more people are negatively impacted, and the likelihood of future complaints has actually increased.

It Doesn't Have to be that Way

ProActive believes that investigations must be more mere exercises in determining the validity of complaints and allocating blame.

We know that well-conducted, human-centred investigations can bring clarity about what has happened and why, uncover critical root causes that give rise to complaints, and contribute to the strengthening of healthy workplace relationships, behaviours, and cultures.

Participants in our investigations often reflect that:

- they were actively listened to and their information was thoroughly considered,
- their cooperation in the investigation was highly valued and respected,
- the findings of the investigation were made without bias and inappropriate influence.

ProActive investigations will not only increase overall psychological safety within the organization, they will directly support the organization's Mission, Vision, Values and Strategic Priorities.

ProActive's Approach

We do more than merely investigate. Our multi-disciplinary team of experts delivers a range of integrated processes that can add even further value to investigations. Our Reintegration Support Services, Restorative Conferencing Facilitation, Respectful Workplace Training, and Ombuds Services all assist in rebuild damaged relationships and enhance productivity after investigations are complete.

We do all of this in ways that attend to the critical issues of diversity and inclusion. We bring a unique set of competencies practices and processes that are person-focused, culturally sensitive and trauma-informed.

About ProActive ReSolutions

As pioneers and leaders in building and maintaining high performing teams, ProActive ReSolutions has been providing consulting and training solutions to global clients across multiple sectors since 2000.

ProActive's consulting and training solutions are structured around standardised, evidence-based research. Our integrated solutions philosophy allows us to customize our consulting and training solutions to suit your specific needs.

