

KTHR: Speaking Topics & Workshops

2025



PROPOSAL BY:

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ABOUT KIM

A dynamic and inspiring business executive with over 25 years' experience designing and executing People and Culture strategies for leading organizations across various industries.

Kim Tabac is an expert across all areas of Human Resources and is particularly passionate about leveraging data to inform business decisions that drive performance. She has the unique experience of successfully leading the HR function at both iconic large enterprises and scaling tech start-ups through complex transformations and hyper growth. Kim is best known for building **high-performing teams**, designing game-changing **employee engagement strategies**, developing truly **inclusive work environments** and driving the **adoption of innovation and technology** to disrupt traditional HR practices.

Kim recognized early on that people are the superpower that distinguishes great organizations, and a career in Human Resources would allow her to make an impact that mattered. Most recently, Kim was the first Chief People Officer at [League Inc.](#) where she seized the opportunity to scale the enviable League employee culture, while quadrupling the size of the company in North America and Internationally. Prior to that, she served as Partner and Chief Talent Officer at [Deloitte Canada](#), where she helped establish the organization as a leader in diversity and inclusion. Kim currently serves as a CHRO, Executive in Residence at [MaRS Momentum](#) where she is supporting the executives at high-growth companies scale to \$100M in revenue.

Kim is regularly featured in leading HR, business and technology publications and is sought after as an expert speaker on a broad variety of topics including: Future of Work, Employee Experience, Employment Branding, Employee Health and Wellness and Diversity Equity & Inclusion (DEI). She holds a B.A. in Sociology from [McGill University](#) and has her CHRP, CHRL, and CHRE designations. She is fluently bilingual in English and French.

Kim lives in [Toronto, Canada](#) with her husband, three teenage children and one very spoiled golden-doodle named Chelsea.



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SPEAKING TOPICS & WORKSHOPS

Strategic Planning That Delivers: From Vision to Execution

Cut the fluff. Build the plan. This hands-on workshop teaches leaders to translate strategy into action with clear priorities, measurable goals, and aligned team efforts. Walk away with a custom, fully developed strategic plan you can implement immediately.

Strategic planning isn't just a leadership responsibility—it's the foundation of organizational success. As the first step in the performance process, effective planning sets the tone for teams, ensuring alignment with corporate goals and providing a clear roadmap for success.

In this immersive workshop, Kim Tabac will guide leaders through the process of crafting actionable, measurable strategic plans that translate seamlessly from vision to execution. Participants will explore how to align team objectives with organizational priorities, define clear performance metrics, and empower employees to contribute meaningfully toward shared goals.

impactful but also easily communicated across teams. By the end of the workshop, attendees will walk away with a fully developed strategic plan tailored to their organization's objectives—ready to inspire alignment, accountability, and measurable results.

High-Performance Culture: Mastering Feedback, Discipline & Accountability

Performance doesn't manage itself. Learn how to embed performance conversations into daily leadership, elevate accountability, and manage difficult moments with clarity and confidence. Bonus: demystify progressive discipline while inspiring excellence.

This workshop is a comprehensive guide to unlocking the true potential of every employee, driving company success through a dynamic and engaging approach to performance management.

Discover the pivotal role performance management plays in propelling overall company performance. Learn the art of providing regular and meaningful feedback and how to create an environment that nurtures professional growth, allowing your employees to develop the skills and experience they need to propel their careers forward.

Learn how to infuse a culture of accountability and excellence throughout your organization, utilizing performance management as a constructive and motivational force. Explore how performance management documents both the highs of exceptional performance and the lows that necessitate discipline. This session provides a roadmap to effectively navigate the landscape, ensuring that your organization thrives by nurturing top-tier performers and addressing challenges head-on.



Mental Health at Work: A Leadership Imperative

Well-being isn't a perk—it's a productivity strategy. This multimedia keynote reframes mental health as a business advantage. Learn how to build belonging, psychological safety, and resilience while boosting engagement and retention.

As a result of spending years working from home offices, employees are prioritizing flexible work environments and better harmony in their work and life.

Research consistently tells us that robust social connections among colleagues aren't just the secret sauce for workplace happiness; they're also the recipe for better physical and mental health. This sense of belonging not only nurtures organizational culture but also boosts its performance.

In this dynamic, multimedia presentation, Kim delves into the strategies that can transform employers into talent magnets. She unravels the secrets to building a psychologically safe work environment that fosters employee mental and physical health. The result? Cultivating a happier and healthier workplace defined by improved mental health, physical health and work performance!

Psychological Safety: Building Trust That Fuels Innovation

Trust is your team's superpower. Explore how open communication, inclusion, and vulnerability create a culture where ideas thrive, mistakes lead to growth, and performance soars. Practical tools included.

Creating an environment where employees feel safe to express themselves, take risks, and contribute without fear of judgment or reprisal is a cornerstone of a thriving workplace. Psychological safety is more than a buzzword—it's a business imperative that drives innovation, collaboration, and sustained performance.

In this transformative workshop, Kim Tabac will guide participants through the core principles of building trust and fostering psychological safety within teams. Attendees will explore strategies to develop open lines of communication, navigate challenging conversations, and encourage authentic employee engagement. Through real-world examples, interactive discussions, and practical exercises, participants will gain the tools to establish trust, empower team members, and create a culture where everyone feels valued and supported. Discover how psychological safety can drive stronger connections, unlock creativity, and elevate team performance to new heights.



Bridging the Generational Divide: Turning Differences Into Advantages

Four generations. One team. No drama. Discover how to leverage generational strengths and minimize conflict by creating a workplace where everyone—from Boomers to Gen Z—feels seen, valued, and motivated.

Today there is a dynamic blend of Baby boomers, Generation X, Millennials, and the trailblazing Generation Z, all converging under one roof...at your workplace. It's like a tapestry woven with threads from four distinct time periods.

This incredible generational diversity is not a business complication; it's an invaluable resource waiting to be tapped. Each generation brings to the table knowledge, experiences, and skills that have evolved in unique historical contexts.

In this multimedia presentation, Kim will guide participants on a journey to bridge these generational gaps that often emerge in the workplace and provide tips on how to harness them as a force for innovation, creativity and robust problem solving within your organization.

Learn how to turn generational diversity into one of your organization's greatest strengths. Discover how to make these differences work together harmoniously, fostering a workplace culture that's stronger, more vibrant, and ready for whatever the future may hold.

Diversity by Design: Embedding Inclusion into Every Layer of Culture

Diversity doesn't stop at hiring. This powerful session uncovers how intentional design across policies, benefits, and daily leadership creates inclusive workplaces where people thrive—and innovation follows.

In today's competitive landscape, building a diverse and inclusive workplace isn't just a moral imperative—it's a strategic necessity. Organizations must go beyond hiring practices to cultivate an environment where all employees feel valued, respected, and empowered to succeed.

This workshop provides insight into the power of intentional hiring decisions as a means to create a more diverse workforce, tap into diverse talent pools, and ultimately drive organizational success. Participants will delve into essential aspects of workplace culture, norms, and employee experiences, gaining practical strategies for cultivating an inclusive environment where all employees can thrive. From fostering a culture of belonging to aligning benefits with diversity values and personalizing the employee experience, attendees will explore actionable steps to meet the diverse needs of their workforce.

Through engaging discussions and hands-on activities, Kim will empower participants to unlock the full potential of diversity, fostering a workplace where every employee feels valued, respected, and empowered to succeed.



Mastering Difficult Conversations: Turning Conflict into Clarity

Avoidance kills culture. Courage builds it. Learn how to tackle uncomfortable conversations with confidence. Walk away with frameworks and real-world practice to improve trust, performance, and results.

Great leaders aren't defined by how they handle the easy moments—but by how they navigate the tough ones. In today's workplace, avoiding difficult conversations can erode trust, decrease performance, and derail progress. But when approached skillfully, these conversations can unlock clarity, accountability, and stronger relationships.

In this interactive and practical workshop, Kim Tabac equips leaders with the tools and confidence to turn challenging conversations into meaningful opportunities for growth and alignment. Through real-world examples, hands-on activities, and frameworks like ARC and SBI, participants will learn how to approach sensitive topics with clarity, empathy, and impact.

Whether you're addressing performance issues, navigating team conflict, or delivering tough feedback, this session will empower you to lead with purpose and create a culture where open communication drives progress—not avoidance. Attendees will walk away with ready-to-use strategies and the mindset needed to foster accountability, trust, and connection within their teams.

Purpose-Driven Hiring: Attracting Employees Who Actually Care

Stop chasing talent—start attracting it. Discover how hiring for purpose, not just performance, builds loyalty and drives results. Perfect for scaling organizations ready to shift from reactive recruiting to intentional attraction.

Are you struggling to attract and retain top talent in today's competitive landscape? In the quest for exceptional employees, businesses often overlook a potent yet often neglected element – Purpose. Join us for an engaging, immersive workshop, "Purpose-Driven Hiring: Unleashing the Power of Priceless Employees," where we delve into the transformative impact of purpose on talent acquisition and retention.

Throughout the workshop, participants will explore real-world insights and practical strategies for infusing purpose into their hiring processes across various stages of organizational growth. From understanding the early scaling phase to navigating market-leading growth, attendees will gain invaluable knowledge on how to leverage purpose as a strategic imperative in building a resilient and adaptive workforce.

Key learnings include crafting compelling Talent Value Propositions centered around purpose, conducting purpose-centric interviews, and preserving purpose alignment amidst technological disruptions. By the end of the workshop, participants can expect to leave equipped with the tools and strategies necessary to cultivate a purpose-driven organizational culture that drives sustainable success.

Join us on this journey to unlock the true potential of purpose-driven hiring and unleash the power of priceless employees in your organization.



The Hybrid Workplace: Redefining Culture in a Fluid World

Hybrid is not a policy—it's a mindset. Learn how to lead through ambiguity, design flexible norms, and redefine what "connection" means when the office is no longer the default.

The hybrid work environment is a continuum that spans from the familiarity of in-person interactions to the flexibility of remote-first work arrangements with a myriad of definitions and machinations between the two.

As we navigate this ever-evolving landscape, it's not just about physical presence versus virtual connectivity. It's about discovering a new dimension of workplace culture, norms, and standards that's fluid and adaptable. These dynamics will play a pivotal role in shaping the very essence of organizational values and the preferred working styles of our future colleagues.

In this dynamic presentation, Kim will lead participants down a journey of understanding, and discover how the hybrid work landscape is reshaping the way we work, connect, and thrive in our professional lives and how employers can find a space where innovation, flexibility, and human connection intertwine in unprecedented ways.

Culture by Design: The Real Drivers of Engagement

Engagement isn't an HR initiative—it's a leadership responsibility. Explore how micro-interactions, clarity of purpose, and intentional rituals drive sustainable employee engagement and business outcomes

Unlock the potential within every team member and foster a thriving organizational culture! Join an engaging workshop led by Kim Tabac, packed with interactive activities and multimedia presentations aimed at exploring strategies for driving employee engagement and creating a workplace environment where everyone can excel.

Throughout the workshop, participants will delve into key themes focused on empowering them in their roles and cultivating a highly engaged culture. They'll gain valuable insights into the significance of individual contributions in shaping organizational culture and driving employee engagement. But this won't be a passive experience—participants will actively engage with the material through various mediums like polls, videos, case studies, and visual aids.

Kim Tabac's workshop offers practical insights and actionable strategies for enhancing employee engagement through meaningful connections, ultimately paving the way for a more vibrant and successful workplace culture.



Leading Through Change & Disruption: People Strategies for the AI Era

AI is changing everything—so should your people strategy. This keynote arms leaders with tools to navigate automation, reskilling, and change resistance. Topics include inclusion, skills-based hiring, wellness, and agility.

In an era of unprecedented change, businesses face a complex blend of economic factors and AI advancements, presenting significant challenges and opportunities. Renowned people and culture expert Kim Tabac will equip business leaders with the insights and strategies needed to thrive in this dynamic landscape. This session is essential for those looking to stay ahead of the curve, offering practical guidance on managing these changes.

Kim Tabac's engaging, multimedia presentation will incorporate real-world examples, interactive elements, and insightful case studies. Participants will gain valuable perspectives on handling economic challenges and AI advancements, cultivating a purpose-driven organization, prioritizing flexibility, and enhancing employee health and wellness. The session will also explore how skills-based hiring and fostering a diverse workplace can attract top-tier talent.

Attendees will leave with a deep understanding of current trends impacting people and culture, practical strategies for fostering a successful and adaptable workforce, and techniques for building a more inclusive and innovative workplace. Don't miss this opportunity to learn from one of the best in the field and position your organization for future success.

Leading Change: Build Resilience and Mobilize Your Team

Change is inevitable. Chaos isn't. Equip your leaders with playbooks to manage uncertainty, engage employees, and turn resistance into momentum. A highly practical and empowering experience.

Change is inevitable, but thriving through it requires deliberate effort and strategy. Whether driven by market shifts, organizational growth, or technological advancements, change can disrupt or strengthen a business depending on how it's managed.

This dynamic workshop equips leaders with actionable insights and tools to navigate the complexities of change while empowering their teams to adapt and excel. Kim Tabac will share proven strategies for driving engagement, reducing resistance, and fostering resilience during times of transition.

Participants will learn how to align change initiatives with organizational culture, communicate effectively to build trust, and leverage the strengths of their workforce to turn challenges into opportunities. Through multimedia presentations, hands-on activities, and real-world examples, attendees will leave prepared to lead their teams through uncertainty, ensuring their organizations not only survive change but thrive in the process.



Incentives That Inspire: Designing a Variable Compensation Strategy That Works

Money talks—but only if you get the message right. Build a variable comp plan that motivates performance, aligns with values, and fits your business reality. Perfect for high-growth, scaling organizations.

Revolutionize your approach to employee performance and rewards. In this immersive workshop, we guide you through the intricacies of developing a variable compensation program that not only drives employee performance but aligns seamlessly with your company's values and corporate objectives.

Using the talent market and industry benchmarks as the backdrop, craft a competitive variable compensation program that not only aligns with your organization's core values but strategically drives and rewards behaviors that contribute to your long-term success.

Explore various compensation approaches, learn how to build a competitive variable compensation program that attracts, retains and motivates top-talent, drives the right behaviors, mitigates costs effectively, and positions variable compensation as a cornerstone of your organization's success.



TESTIMONIALS

Kim delivered an engaging keynote to our staff around the Secret to Strengthening Employee Engagement which aligned to our employee engagement survey results. She is an engaging and interactive speaker and captivated the audience with her authenticity, relatability, knowledge and tangible takeaway tips for staff. Kim is highly professional, polished and has a wealth of knowledge in many areas of HR. She is a dream to work with and you won't be disappointed if you hire Kim for your next speaking engagement!

Anita Mehta, Town of Aurora

We hired Kim to support a learning and development session at Foresters Financial's annual membership conference. Not only was she knowledgeable on the subject matter but was also a great pleasure to work with. Her presentation was well attended and well liked. Survey results from attendees reflected that the content was well done and relatable, stating they felt they "could really apply the lessons to their volunteer work" and were "already generating ideas on how to engage different generations in volunteerism". I highly recommend Kim as her likeable demeanour, adaptability, knowledge, and attention to detail were a valuable asset.

Stefanie Attard, Foresters

Kim facilitated multiple workshops with our leadership team, and the experience was exceptional. Each session was thoroughly researched, expertly presented, and delivered with a level of professionalism that inspired engagement. Participants left with valuable learning and, most importantly, actionable insights they could immediately apply. Kim's ability to connect with our team and drive meaningful outcomes made a lasting impact.

Rosanne DeLio, Legal Aid Ontario

Your session was not only informative but also provided our leaders with valuable tools and resources to help foster a positive workplace culture and support employee mental health. The feedback from staff has been overwhelmingly positive. Many have shared how impactful and practical the session was, and the high level of engagement—reflected in both attendance and the thoughtful questions asked—speaks to how much the topic resonated with our team.

Shane Hakim, Legal Aid Ontario

