



## Robert G. Acton, Ph.D., R.Psych.

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### EDUCATION AND REGISTRATION

Ph.D., Clinical Psychology, University of Saskatchewan, 1988

Registered Psychologist #1195

Licensed Private Investigator #W051664

### RECENT PROFESSIONAL EXPERIENCE

- **Workplace Consultant and Investigator:** Falcongate Ltd., Calgary, Alberta 2017 – Present  
Combining the extensive experience in mental health, leadership, organizational development and civil investigations, I lead a firm conducting team-based workplace investigations into workplace misconduct, harassment, bullying, discrimination, and workplace violence. I lead our team of licensed senior investigators and consultants with experience in criminal and civil investigations, mental health, leadership, mediation / conflict resolution, human resources, and labour relations.  
[www.falcongate.ca](http://www.falcongate.ca)

I've also held a number of roles in the area of professional discipline with the College of Alberta Psych Acting Complaints Director, College of Alberta Psychologists. 2014 to present.

Ethics Complaints Investigator, College of Alberta Psychologists. 2003 to present.

Past-Chair – Psychologically Healthy Workplace Award Committee. Psychologists Association of Alberta. 2010 to present Discipline Appeal Panel & CRC, Chair, College of Alberta Psychologists. 1990 to present.

- **Consulting Psychologist and Executive Coach:** Obair Leadership Ltd., Calgary, Alberta. 2004 – 2018  
My consulting practice included working with both individuals and organizations to assist in building organizational effectiveness and leadership capabilities by providing leader assessments, executive and leadership coaching, mediation, organizational assessments, training, coaching, and consulting in workplace functioning, performance, interpersonal relationships, and workplace psychology. This successful practice worked with large corporations, public sector organizations and small entrepreneurs.
- **Lead: Behavioural Health Consulting Service** – Shared Mental Health Care. Alberta Health Services, Calgary, AB. 2008 – 2017  
This position involved leading and developing an innovative health program placing mental health professionals within primary care. This leadership position involved the development of a number of organizational initiatives including the enhancement of hiring procedures, the development of a learning and development practice, the creation of an intensive teaching program for new employees, implementation of an integrated orientation plan for program partners, promoting team integration across AHS services, research and program evaluation, and facilitating the collaborative relationship among program and community partners.
- **Partner and Clinical Psychologist:** Blakemore & Acton. Calgary, AB. 1994 - 2007



I opened, built, operated, and ultimately sold a successful full-time private clinical psychology practice with a partner that involved the provision of assessment and psychotherapy for a wide range of mental health in children, adolescents, and adults.

- **Psychologist:** Child Abuse Program, Alberta Children's Hospital. Calgary, AB. 1987 - 1994  
This position involved psychological diagnostics and treatment interventions on a wide array of children and adults involved in the assessment and treatment of children exposed and victimized by physical and sexual abuse. Developed, operated and evaluated an innovative Aggression Management Program for physically abusive parents. Develop and operated the program evaluation component of the program. Appeared in court as an expert witness on many occasions.

## RECENT TEACHING EXPERIENCE

- *Adjunct Clinical Faculty.* Department of Family Medicine, Faculty of Medicine, University of Calgary, 2011 to present.
- *Clinical Supervisor,* 2003-current. College of Alberta Psychologists. Provided supervision to Provisional Psychologists and Psychologists under discipline orders.
- *Workshop Leader.* 1994-present. I led numerous workshops in various topic areas including leadership, transitions, using social style, building workforce resilience, healthy workplaces, and conflict management.
- *Instructor.* 2013. Bissett School of Business, Mount Royal College. Part-time instructor teaching Organizational Behaviour.
- *Clinical Supervisor,* 1989-1994; 2008-current. CPA & APA Approved Pre-Doctoral Psychology Internship, Alberta Health Services.

## SELECTED PRESENTATIONS

Acton, R. (2011). Using scales and measurement tools for workplace conflict consulting. Presentation at the People for People conference. Edmonton, AB

Acton, R. (2010). Discretionary Wisdom: Using mindfulness as a transformational ingredient in conflict coaching. Presentation at the Association for Conflict Resolution. Chicago, Ill.

Acton, R. (2010). Conflict Advising for Human Resource Professionals. Presentation at the Association for Conflict Resolution. Chicago, Ill.

Acton, R. (2009). Conflict Coaching: Value, Style, and Effectiveness. A paper presented at the American Psychologists' Association's Work, Stress, & Health Conference. San Juan, Puerto Rico.

Acton, R. & Gilbert, M. (2009). The Aftermath of Workplace Bullying and Harassment: How to Restore Balance in a Poisoned Work Environment. A paper presented at the Western Canada Labour Relations Conference, Vancouver, BC.

Acton, R. (2008). Psychological Risk Assessments and Interventions in the Workplace. Paper presented at the American Psychologists Association's Work, Stress, & Health Conference. Washington, DC.

## SELECTED PUBLICATIONS

Acton, R. (2012). *Bill's Wisdom: Gaining Leadership Value through Mentoring*.

Acton, R. (2010). Case study in a Runde, C. and Flanagan, T. (2010) *Developing Your Conflict Competence*. San Francisco, C: Josey-Bass.

#### **PROFESSIONAL AFFILIATIONS**

- Association of Workplace Investigators
- CPHR British Columbia, Yukon, and Alberta
- College of Alberta Psychologists