



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

I've also held several roles in the area of professional discipline with the College of Alberta Psychologists such as the Acting Complaints Director, Investigator, Hearing Tribunal Member, and Chair of the the Complaints Review Committee for many years.

I am the Past-Chair – Psychologically Healthy Workplace Award Committee. Psychologists Association of Alberta.

- **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. Built and sold <http://www.resiliencybuilder.com> My work in this area was operated under [Obair Leadership](#).

- **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. 1993 - 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 Reviewer,* 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

Workplace Presentation

Acton, R. (2019). Workplace Investigations 101. An invited presentation to the Alberta Law Society.

Acton, R. (2019). Managing Mental Health (Illness) Issues During an Investigation. A webinar presented to the Association of Workplace Investigators. October.

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). Assessing and Intervening in Organizational Conflict: The Utility of Using a Structured Approach. Invited teleconference for the Association of Conflict Resolution. November.

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). Building for Success: Creating Strategies to Address Workplace Stress. Symposium Chair. American Psychologists Association's Work, Stress, & Health Conference. Washington, DC.

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.

Acton, R. (2008). Avoiding Personal Harassment Liability: Early Intervention Strategies for Managing Bullies and Difficult People in the Workplace. A paper presented at the Western Canada Labour Relations Conference, Vancouver, BC.

Acton, R. (2007). Psychological Risk Assessments and Interventions in the Healthcare Workplace. Paper presented at the Workplace Health, Safety and Wellness Conference in Kelowna, BC.

Acton, R. (2006). Building Resilience in the Workplace. Presentation at British Columbia Human Resources Management Association's Healthy Workplaces Conference, Burnaby, BC.

Acton, R. & Gilbert, M. (2006). Building a Resilient Workforce. A presentation at the Human Resource Institute of Alberta Annual Conference, Calgary, AB.

Acton, R. (2006). Building Resilience. Invited presentation for the Government of Alberta.

Health-Related Presentations:

Acton, R. (2015) Invited Panelist: Plenary Panel – Stories from the Frontlines of Shared Care. Paper presented at the 16th Canadian Collaborative Mental Health Care Conference. Calgary, AB

Quigley, L., Pusch, D., Dobson, K. S., Ragusa, P., Acton, R., & Trew, M. (2013, July). The development and implementation of a clinical pathway for treatment of depression in primary care: A pilot study. Open paper presented at the 7th World Congress of Behavioural and Cognitive Therapies, Lima, Peru.

Quigley, L., Pusch, D., Dobson, K. S., Ragusa, P., Acton, R., & Trew, M. (2013, April). The development and implementation of a clinical pathway for treatment of depression in primary care: A pilot study. Poster session presented at the Transdisciplinary Understanding and Training on Research – Primary Health Care (TUTOR-PHC) symposium, King City, Ontario, Canada.

Quigley, L., Pusch, D., Dobson, K., Ragusa, P., Acton, B., Trew, M., & Peterson, L. (2011, June). A clinical pathway for treatment of depression in primary care settings in Alberta. Poster session presented at the 7th International Congress of Cognitive Psychotherapy (ICCP), Istanbul, Turkey.

Acton, R., Pusch, D., and Dobson, K. (2012). A Clinical Pathway for Depression. . Paper presented at the 13th Canadian Collaborative Mental Health Care Conference. Vancouver, BC.

Acton, R. & Pusch, D. (2011). Building a Successful Integrated Behavioural Healthcare Team. Paper presented at the 12th Canadian Collaborative Mental Health Care Conference. Halifax, NS

Lang, L. & Acton, R. (2011). *Combining CBT and DBT Skills: A Coping Group for Women in Primary Care*. Paper presented at the 12th Canadian Collaborative Mental Health Care Conference. Halifax, NS

Acton, R., Pusch, D. & Gilbert, M. (2009). Integrated Behavioural Healthcare: Solutions for managing workplace distress and illness. Poster session at the American Psychologists' Association's Work, Stress, & Health Conference. San Juan, Puerto Rico.

Pusch, D. & Acton, R. (2009). Strategies for Building an Effective Behavioural Health Consulting Team: Turning water into wine. Presentation at Collaborative Family Healthcare Association 11th Annual Conference. San Diego, CA.

Leadership and Organizational Health Publications:

Acton, R. & Adam, S. (2014-2015). A series of blog articles about leading a start-up including “*Who First? Lead Yourself First, Then Others*” and “*Five Things to Know When Growing Your Start-up Team.*”

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.

Gilbert, M. & Acton, R. (2006) *Building a Foundation: Selecting and retaining resilient employees.* Network, Spring.

Acton R. & Gilbert, M. (2004) *Critical Thinking Skills for that Business Advantage.* Corporate Training Monthly

Acton, R. (2004). Washing Your Mind at Work. *Mosaic Magazine*.

Acton, R. (2003). Candor, Connection and Enterprise. Book Review. *American Journal of Clinical Hypnosis*, October 2003.

Acton, R. (2002) Training Emotional Competencies in the Workplace. *The Training Report*.

Acton, R. (2002) Mental Fitness in the Workplace. *CMA Management*. May, 2002.

Health-Related Publications:

Quigley, L., Dobson, K. S., Pusch, D., Acton, R., & Ragusa, P. (2012). Integrating mental health services into primary care: A clinical pathway for the treatment of depression. *Psynopsis*, 33(4), 26 – 27.

Acton, R. (2000). *Angry Parents: A Group Psychotherapy Manual for Aggression Management Training*. Dorset; United Kingdom: *Russell House Publishing*.

Friedrich, W.N., Fisher, J., Acton, R., Berliner, L., Butler, J., Damon, L., Davies, W.H., Gray, A, & Wright, J. (1999). Child Sexual Behavior Inventory: Normative, Psychiatric, and Sexual Abuse Comparisons. *Journal of Assessment*.

Acton, R. (1994). Cognitive strategies for aggressive parents. *Canadian Child Psychiatric Bulletin*, 4, 64-68.

Acton, R. & During, S. (1992). Preliminary treatment outcome of aggression management training for aggressive parents. *Journal of Interpersonal Violence*, 7, 410-418.

Acton, R. (1991). Anger: It's something you can do without. *Golf Tips*, 3, 56-57 & 69.

GRANT AWARDS

2006. Acton, R. Building Workforce Resiliency. Calgary Health Region

1999. Conte, R., Acton, R., & Andrews, J. Alexandra Health Centre Comprehensive Program Evaluation. Calgary Health Region

1995. Conte, R. & Acton, R. Needs assessment for children with cancer. Canadian Cancer Society.

1994. Acton, R. Treatment outcome for sexually abused children. The Hospital for Sick Children Foundation.

1992. Acton, R. Maltreating parents' treatment outcome. Health and Welfare Canada

1992. Acton, R. Treatment outcome of aggression management training for abusive parents. Alberta Mental Health.

1991. Acton, R. Enhancing psychotherapy engagement. Alberta Mental Health.

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Volunteer Coordinator JazzYYC – 2019 - current



- Board Member, Garrison Curling Club 2014-2016
- Mid-Year Conference Planning Committee Member, Association for Conflict Resolution, San Diego. 2008
- Marketing Coordinator, Minto Cup, Canadian Jr. 'A' Lacrosse Championships. 2008
- List Moderator, Calgary Health Work and Wellness Network

PERSONAL INTERESTS

I am an artist, designer & ceramist, a gardener, and a fisherman. I have a great wife, a wonderful son, and a goofy Labrador dog and I have lived in Calgary since 1981.

PROFESSIONAL AFFILIATIONS

Association of Workplace Investigators

International Investigative Interviewing Research Group (IIIRG))

CPHR British Columbia & Yukon and Alberta

College of Alberta Psychologists

CERTIFICATIONS

Certified in the Conflict Dynamics Profile

Certified in the Leadership Circle feedback tool

Certified in the Team Assessment Survey.