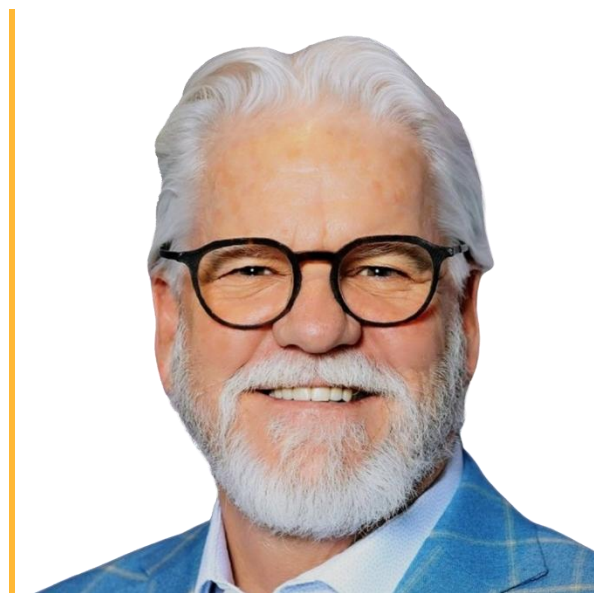


Speaker Profile



Bob Stenhouse MPH

FOUNDER & CEO

Helping leaders understand, manage, and reduce people risk before it becomes organizational harm.

About The Speaker / Speaker Introduction

Bob Stenhouse is the Founder and CEO of Veritas Solutions and one of Canada's leading voices on people risk, workplace investigations, leadership accountability, and organizational trust. Over a career spanning law enforcement, healthcare, and professional services, Bob has helped organizations navigate highly sensitive situations involving misconduct, workplace conflict, governance concerns, psychological safety, ethics, and organizational culture. He spent approximately twenty years with the Royal Canadian Mounted Police, serving as an investigator, undercover operator, senior leader, and member of organized crime, homicide, and emergency response teams. He later built and led the Corporate Investigations Unit for Alberta Health Services before founding Veritas Solutions. Today, Bob advises executives, boards, municipalities, regulators, Indigenous governments, and private-sector organizations across Canada, helping leaders make defensible decisions in complex and high-stakes environments.

Signature Presentations

Presentation Title	Key Learning Outcomes
A Hitman's Guide to Psychological Safety	- Understand why psychological safety is often misunderstood in organizations. - Learn how trust is built, damaged, and restored. - Explore practical leadership behaviours that foster accountability and openness.

	Examine lessons from high-risk environments where trust can be the difference between success and failure. This presentation draws on Bob's experience in undercover operations, leadership, and organizational culture to challenge conventional thinking about psychological safety
People Risk: The Risk Leaders Keep Missing	- Understand how unresolved people issues become organizational risk. - Identify leading indicators of culture, conduct, and leadership failures. - Explore practical strategies for reducing people risk before it escalates. - Learn how leaders can strengthen organizational resilience through proactive intervention. Based on Bob's extensive work advising organizations on people risk, workplace misconduct, governance concerns, and culture.
When Good Culture Goes Bad	- Recognize warning signs of declining workplace culture. - Understand how well-intentioned leaders can unintentionally create risk. - Explore the relationship between trust, accountability, and organizational performance. - Learn practical approaches to restoring confidence after conflict or crisis. Draws on real-world lessons from public-sector, municipal, healthcare, and corporate environments.
Leadership Under Pressure	- Understand how leaders make decisions in complex, uncertain environments. - Explore the role of courage, discipline, wisdom, and justice in leadership. - Learn lessons from high-stakes investigations and operational decision-making. - Build confidence in addressing difficult issues before they become crises. Inspired by Bob's experience leading investigations and operating within high-risk environments.
And more...	

Areas of Expertise

- People Risk Management
- Workplace Investigations
- Administrative and Regulatory Investigations
- Leadership Accountability

- Psychological Safety
- Organizational Trust
- Organizational Culture
- Ethics and Whistleblower Programs
- Trauma-Informed Practice
- Governance and Oversight
- Complex Workplace Conflict
- High-Risk Decision-Making

Ideal Audiences

- Executive Leaders and Senior Management Teams
- HR Professionals and HR Executives
- Municipal Leaders and Public Sector Organizations
- Boards of Directors and Governance Bodies
- Regulators and Administrative Tribunals
- Health Care Leaders
- Indigenous Governments and Organizations
- First Responders and Protective Services Leaders
- Labour Relations Professionals
- Conference and Association Audiences

Available Formats

- Keynote
- Plenary Sessions
- Breakout Session
- Workshops
- Executive Retreat
- Panel Discussion
- Webinar
- Podcast Guest

Selected Speaking Engagements

Event	Audience	Topic
Plenary Session	The Canadian Institute	Psychological Safety and Risk Management (2018)
Plenary Session	Alberta Hospitality Association	Psychological Violence and Safety (2018)
Plenary Session	Alberta Municipal Health and Safety Association	Psychological Violence and Safety (2019)
Plenary Session	College of Registered Dental Hygienists of Alberta	Psychological Violence and Safety (2019)
Plenary Session	National Association of Social Workers (USA)	Psychological Safety - Investigations (2019)

Plenary Session	Energy Safety Canada	Psychological Violence Investigations (2019)
Breakout Session	American Public Works Association	Psychological Violence and Safety (2019)
Plenary Session	GardaWorld Senior Executive	Psychological Safety and Emotional Intelligence (2019)
Break-out session	Canadian Mental Health Association	Psychological Safety and Workplace Investigations (2019)
Plenary Session	Disrupt HR	Courage at Work (2019)
Keynote	Security Intelligence Network (Manitoba)	Psychological Violence and People Risk (2019)
Keynote	Alberta Health and Safety Conference	Psychological Violence and Safety (2020)
Plenary Session	Alberta Association of Safety Professionals	Psychological Violence Investigations (2021)
Plenary Session	City of Calgary	Psychological Violence, Safety, Investigations (2020)
Plenary Session	Town of Stony Plain	Psychological Violence, Safety, Investigations (2020)
Plenary Session	Canadian Society of Safety Engineering	Psychological Safety and Investigations (2021)
Plenary Session	Workplace Psych Safety Symposium	Psychological Safety, Awareness and Investigations (2021)
Keynote	Canadian Dental Hygienist Association	Psychological Violence and Safety (2021)
Plenary Session	Chartered Professional Accountants of Alberta	Psychological Violence and Safety (2021)
Workshop	Chartered Professionals in HR - Saskatchewan	Workplace Investigations Best Practices (2021)

Workshop	Virtual Investigations Conference (Australia)	Conducting Credibility Assessments (2021)
Plenary	Edmonton Catholic School District	Psychological Safety in the workplace (2022)
Keynote	Professional Dentist Association B.C.	Psychological Safety (2023)
Plenary Session	Alberta Education Health and Safety Association	Psychosocial Safety at Work, (2023)
Plenary Session	Chartered Professionals in Human Resources, Saskatchewan	Psychological Safety/Emotional Intelligence/Trauma Informed (2024)
Plenary Session	British Columbia Chief Executive Officer Conference	Psychological Safety/Emotional Intelligence and HR Risk (2025)
Keynote	Chartered Professionals in Human Resources (Alberta)	Psychological Safety and Human Resource Risk Management (2023)
Micro-Session	Chartered Professionals in Human Resources (Alberta)	Emotional Intelligence and Humor at Work (2024)
Break-Out session	Chartered Professionals in Human Resources (Alberta)	Trauma Informed HR (2024)
Plenary Session	Alberta Health and Safety Conference	How to Become a Highly Effective Investigator (2024)
Plenary Session	Alberta Schools Business Officials Association	Human Resource Risk Management 101 (2023)
Keynote Workshop	Chartered Professionals in Human Resources, British Columbia – Northern Symposium	Human Resource Risk Management (2023)
Keynote	Clearview Public Schools annual conference	Psychosocial Safety and HR Risk management (2024)

Plenary Session	Workplace Law Talks Conference	Investigating Whistleblower Complaints : 2025
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About Veritas Solutions

Veritas Solutions is an independent professional services firm specializing in workplace and regulatory investigations, people-risk consulting, and professional training. We support HR leaders, executives, regulators, boards, and counsel in high-stakes contexts where fairness, clarity, and defensibility matter.

Booking Information

To inquire about availability, keynote topics, rates, or customization options contact us:

www.veritassolutions.net/contact-us/