



Speakers Bureau of Canada

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Paul Krismer

Positive Psychology, Engagement, Happiness and Safety Expert

"I love that what I do that makes people happier, that my guidance and knowledge make a difference." - Paul Krismer



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Language Spoken

English

Travel's From

Victoria, British Columbia

Speaker Biography:

Positive Psychology Expert Paul Krismer teaches people and organizations to leverage positive emotions so they can achieve corporate and personal excellence. Paul's engaging delivery leaves audience members wanting more. Paul was recently voted as one of Canada's 10 Notable Speakers by Ignite Magazine. His rating on feedback forms average 9.2 out of 10 and nearly all those who respond say they would like to have Paul return to the same event. Paul was recently voted as one of Canada's Top 10 Notable Speakers by Ignite Magazine. Krismer teaches the practical application of positive emotions to achieve corporate and personal excellence.

Paul is a noted public speaker and trainer. His authentic and passionate commitment to his subject matter shines through his work. Playful and captivating storytelling complements his intelligent and accessible presentation of the science of success. His teaching is powerful, authoritative, and convincing. At the same time, Paul is exceptionally practical, providing tools that audiences and entire workforces can immediately use.

Paul Krismer has a proven track record as an inspirational leader. For twenty years, he has served in senior management roles—overseeing hundreds of employees, multi-million dollar projects, and cheerfully growing future leaders. As a Certified Executive Coach, Paul is appreciated for his kind-hearted, yet relentless pursuit of the client's best life. Helping people to reach greater happiness and success is his trademark promise. His teaching is authoritative, convincing and exceptionally practical. He provides tools that individuals and workforces can immediately use. Healthier workforces, higher productivity and increased profits—these are the scientifically proven results of highly engaged team members. Delivering strategies to accomplish exactly this outcome is what Paul does. His services range from coaching to keynotes, from half day training sessions to long-term culture change projects.

Paul is the best-selling author of *Whole Person Happiness: How to be Well in Body, Mind and Spirit*. As a teacher of cutting edge positive psychology, he is truly the "Happiness Expert". Paul is a proud member of the International Positive Psychology Association and the Canadian Association of Professional Speakers.

After more than 20 years as a leader of leaders—Paul brings his practical expertise in business to his passion for organization development, positive psychology and employee engagement. Paul is in his element when speaking about innovative culture change, succession planning, and the cultivation of high-performance teams. All of Paul's work is grounded in the science of positive psychology.

Few people have as much and as varied experience as a leader in Safety and Disability Management. As a consultant to high risk and high claims volume employers and industries, Paul managed innovative and powerful interventions. Paul oversaw groups of more than 200 professional disability management staff, including doctors, nurses and psychologists. Fuel up your audience. Get them excited to do their best work. Make them feel inspired and put a lift in their step. Learn the serious business of positive emotions!

Topic Presentations

Happiness and Success: The Serious Business of Positive Emotions

This talk is Paul's most popular keynote and is suitable for any audience. In addition to being an inspiring keynote, this talk can be presented as a multi-hour, interactive workshop. The subject matter is presented with an emphasis on leadership when appropriate.

Get a blast of personal and corporate well-being in this inspirational introduction to the science of positive psychology. Learn about the research results that prove happiness leads to greater success. Come away with simple, applicable skills that will fuel your personal happiness and create positive contagion amongst the people you influence.

The field of positive psychology research has massively expanded our understanding of human potential. Most of this discovery has happened in the last 15 years. We now know that happiness is not a lucky outcome resulting from a fortunate upbringing. Rather, happiness generally results from skills we can all learn.

If your company knows "what to do", but too often falls short, you will discover new insights about how to powerfully engage employees and change corporate culture.

Content highlights:

- Scientifically connecting happiness with success
- Neurophysiology: how the brain can be re-wired
- Overcoming negativity bias
- Gratitude and appreciative inquiry
- Necessity of healthy social relationships

Leaders as Role Models: Stepping Beyond the Limitations of Management

This talk is suitable for people with subordinate direct reports and opinion-leaders who have influence on the corporate culture. It can be either a deeply thought-provoking keynote or a multi-hour interactive workshop.

Many leaders come to their roles as a function of their expertise in a specific subject matter, but leadership requires more than job-specific skills. Leadership is a way of being. This talk de-emphasizes what we individually know and instead asks us who we are.

Traditional employee engagement programs often buy the loyalty of employees' bodies, but do not win their hearts and minds. In this workshop, learn direct interventions that change the way employees FEEL about their work and their workmates. Leverage positive psychology to bring creativity, productivity and joy into your workplace!

Men and women who influence the behaviour of staff can learn a mindset that shifts them from overseers of business processes to genuine leaders—seeing the big picture, articulating the direction, and embracing their team in a collaborative and committed mission. Transformative organizational change occurs when bosses are coaches who lead with emotional intelligence and profound personal integrity.

Content highlights:

- Thomas Crane's leadership model
- Differentiation between leadership and tasks found in a job description
- Engaging Hollywood video content that drives the points home and inspires discussion

Mindfulness Everywhere: The Secret Weapon for Life and Business

This talk is suitable for any audience and is the highest energy and least boring talk on mindfulness that you'll ever hear. In addition to being an inspiring keynote, this talk can be presented as a multi-hour, interactive workshop. Why the heck is everyone talking about mindfulness these days? Mindfulness is the most researched of all positive psychology interventions. And the evidence is overwhelming clear: mindfulness is as foundational to good mental health as nutrition and exercise are to physical health.

This presentation takes the mystery out of mindfulness and calls on participants to take their mental and emotional well-being seriously. Participants learn how the mind physically changes as a result of regular mindfulness practice. Theory is grounded in practical application during the presentation. With a foundation in science, taught with energy and humor, and served as a practical invitation, this workshop reveals what all the excitement is about. With over 25 years of personal experience in mindfulness practices, your facilitator has a rich understanding of how impactful this presentation can be.

Benefits of mindfulness:

- Improved emotional regulation
- Increased resilience to stress
- Faster mental processing
- Improved interpersonal relationships
- Greater focus
- More cognitive flexibility
- Boosted immune system
- Reduced heart rate and lower blood pressure

Change Management Made Easy

Adult humans are conflicted when it comes to change. As infants, we have a natural curiosity and sense of adventure. But as we get older we most often want to stick with what is familiar, even if it isn't working very well for us.

The same principles that move an individual through successful growth and change aid in transitioning organizations to new cultures, processes and structures. Powerful and easy-to-apply techniques can boost motivation and direct attention to what matters most. The discipline of making change is made much easier when seen through the lens of positive psychology. Apply these principles in your business and watch teams transform.

Based on research by psychologist Jonathan Haidt, this workshop offers insights into the human psyche and the study of motivation. Using examples from ordinary life and relatable business circumstances, the training is practical and memorable. We explore people's rational needs, emotional wants, and how to manage the environment in which change occurs.

Learning Outcomes:

- A three-part model for change: rational, emotional and external environment
- Practical, easy-to-apply steps for managing change
- Motivation, habit formation and mindset

Powerful Safety Cultures in the Mature Economy

Businesses are up against global pressures to compete, local realities of increasing social disengagement, and a 21st Century emerging economy, that is rapidly changing in character and form.

In today's economy, most large workplaces have established, written safety programs. There generally is not a failure in knowing what to do. Instead breakdowns occur due to inattention, persistent, yet sometimes hidden emphasis on productivity over safety, and indifference to safe job procedures. These persistent problems can be resolved! It requires long-term commitment to positive safety cultures.

Get a blast of personal and corporate well-being in this inspirational introduction to the science of positive psychology. Learn about the research results that prove happiness leads to greater success. Come away with simple, applicable skills that will fuel your personal engagement and create positive contagion amongst the people you influence.

The field of positive psychology research has massively expanded our understanding of human potential. Most of this discovery has happened in the last 15 years. We now know that happiness is not a lucky outcome resulting from a fortunate upbringing. Rather, happiness generally results from skills that some people naturally pick up. Organizations that commit to culture change can reap the proven benefit of reduced injury rates and less disability.

If your company knows "what to do", but too often finds staff and management fail to do it, you will come away with new insights about how to powerfully engage employees and create impactful, effective corporate culture.

Participants will learn 21st Century Leadership qualities:

- how to win hearts and minds
- alignment of vision and action
- leading by example
- drive attention to what matters
- practical, immediate tools to put into action right away

Integrity: Being a Safety Superstar

Safety really can be “Job One”!

Many senior leaders, front-line supervisors, safety officers, and union representatives come to their roles because they are experts in their subject matter, but safety leadership requires much more than job-specific skills. This talk de-emphasizes what we individually know and instead asks us who we are.

Find out how corporate cultures are open to positive change. Leverage personal integrity to bring creativity, reduced disability and superior safety outcomes in your workplace.

Trust is an essential component to effective organization cultures. There is no single mechanism to create trust other than to behave with integrity. Words, slogans, images and procedures can never take the place of action. Pairing his information with clips from Hollywood films, Paul shows how people naturally adjust their actions and cooperate with others when they are in cultures of high integrity.

Men and women who influence the behaviour of staff will learn a mindset that shifts them from overseers of business processes to genuine role models—seeing the big picture, articulating the direction, and embracing their team in a collaborative and committed mission. Transformative organizational change occurs when workers walk the talk, operating with emotional intelligence and profound personal integrity.

This talk creates a lump in the throat as people question how they show up at work. The question that arises is “Am I bringing my best self?”

Distraction is Deadly!

Automate Laser Focus in your Workplace Practical tools exist that allow people to automatically become more mindful of the activity that they are engaged in. By contrast, when workers are thinking about anything other than the task at hand, their risk of injury increases exponentially. Following decades of research, this talk shares practical interventions that can foster greater engagement with the present moment.

Why the heck is everyone talking about mindfulness these days? The reason is that mindfulness is as important for your *brain* as exercise and nutrition are for your body. This presentation takes the mystery out of mindfulness. Grounded in science, sprinkled with playfulness, and served as a practical invitation, we learn what all the excitement is about!

When mindfulness is seamlessly woven into safety systems, break through injury performance is possible. Workers do NOT need to sit in lotus position in order to benefit from mindfulness cues. Learn how we can all have improved cognitive skills, including stronger and longer task focus.

Not Heroic: Just Save Lives

Can you look to examples of companies with excellent programs on paper and persistently disastrous safety outcomes? This talk powerfully changes perspective on what a good program looks like. Safety compliance is alluringly attractive but falls well short of real safety culture.

This inspirational discussion moves safety culture from a theoretical goal to a case study of one company that did the work and made the transformation. No less than genuine cultural transformation is available. See the potential in your own workplace. Imagine a workplace where each staff member volunteers their hearts and minds, not merely the labour of their bodies.

Culture is found in the conversation: the basic human relationships that form the context in which work is done. This talk shows exactly how companies can move from good in theory to good in practice. Based on real life work, we see how culture can be practically changed. We learn step by step, a complete approach to changing the human-to-human dynamic in a workplace setting.

Funny, dramatic and, at the same time, do-able! Walk away with a whole new concept of what constitutes a culture of pervasive safety!

Combatting Inattention: Mindfulness Matters

Men and women—all of us—are busier than ever. We are constantly considering our to-do lists, our relationships, our future worries and our past challenges. Combine this constant mental chatter with the perils of routine, repetitive work tasks and you have a recipe for disaster. The best safety systems have little application if workers are distracted and unfocused as they do their work.

The secret weapon against distractions from safety is mindfulness. Mindfulness is as important for your brain as exercise and nutrition are for your body. To be mindful is to be fully present with what is actually happening in the moment. Do you have to sit cross-legged and learn to silently meditate? No! Everyone can learn shortcuts to being focused, on task and holding distracting thoughts and emotions at a distance.

Based on real mindfulness programs taught to the hardest, toughest industrial workers—logging crews on the wild west coast of British Columbia—this talk explains how mindfulness can be made a part of every safety program.

This presentation takes the mystery out of mindfulness. Grounded in science and served as a practical invitation, learn why there is so much excitement about mindfulness.

#MeToo In a Man's World: A Discussion Like None Other about Workplace Respect!

This talk is suitable for any audience. The subject matter is presented with an emphasis on organization settings when appropriate. In addition to being an inspiring and original keynote, this talk can be presented as a multi-hour, interactive workshop.

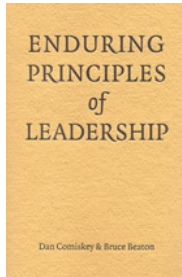
How do we talk about gender discrimination without the conversation being “heavy”, “awkward”, and “depressing”? How do we address issues of misogyny and violence against women without men reacting defensively?

This uplifting, funny presentation gets right at the heart of these issues while insightfully demonstrating that the path forward lifts everyone—men and women. Paul shows how gender stereotypes that limit women also limit men. Observing the real opportunities of 21st century industrial innovation, this conversation is about personal and corporate momentum. Organizations that can anticipate the new economy can also navigate the era of #MeToo.

Content highlights

- The most sought-after skills are now ones most associated with feminine characteristics
- How to combat the sociological conditioning that limits men's expression
- The World Economic Forum's prognosis of future leadership qualities

Books



Whole Person Happiness

Is more happiness possible? Can you learn ways to create more joy in life? Can there be work life balance? Yes, yes, and YES! Everyone can be happier and live a more balanced, full life. Learn the science behind happiness in this practical and easy-to-read book. What researchers have been studying and have tested in laboratories over decades is now all right here for you! Whole Person Happiness will take you on a journey toward a more fulfilling life. Learn: ¥ how small steps lead to big strides ¥ why good enough is VERY good ¥ how a change in mind changes body, and vice versa ¥ how achieving goals can be automated You can feel better physically. You can move through the day with zest, and knock your work tasks off with skill and ease. Your daily grind can instead be filled with meaning, purpose and joy. You can combat depression and anxiety with powerful principles of proven therapeutic interventions. If you want a book about personal growth that is inspiring and as unique as you are, then pick up this book

Testimonials

“Paul Krismer presented an entertaining, informative, and thought-provoking presentation on happiness and positive psychology for the staff at Victoria Hospice. Feedback from the talk was very positive and we look forward to bringing him back at some point in the future for other presentations. I would highly recommend Paul as a speaker and “happiness expert”.

Eli Baker, Victoria Hospice

“As a public speaker Paul was inspiring. Just right . . . not pushy or contrived, rather he was 100% committed to his mission. It was an offering, take it or leave it. I loved it. Paul is a friendly, confident speaker with no overinflated personality. Great delivery. Great message.”

Dawn Miles, View Royal Municipality

“This was one of the best presentations I have ever been to. So powerful and effective. It can literally change your perspective on happiness for the rest of your life!”

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