

## Faculty Bios

**Dr. Stephanie Bot**, C. Psych., Psychoanalyst, President of BizLife Solutions, Clinical Director Dr. Bot and Associates and Human Resource Advisor



Dr. Bot is a licensed psychologist in the province of Ontario. She has presented at international and local conferences for the American Psychological Association and the International Association of Relational Psychoanalysis. She has taught at TAPE, the Continuing Education program for the University of Toronto. Dr. Bot also coordinated a trauma training program for the Adler School of Professional Psychology and served on the trauma team at Whitby Mental Health Centre.

Dr. Bot is published in peer reviewed journals and completed her Doctoral dissertation on Women's Struggles with Achievement. She is on the advisory board of Oxygen Magazine and is a contributor.

Dr. Bot provides psycho-legal assessments and consulting for legal firms, HR professionals and other agencies, including the Canadian Centre for Victims of Torture.

Through her psychology practice Dr. Bot leads a team of therapists who offer professional counselling in a broad range of areas including to victims of workplace bullying and harassment as well as rehabilitation for people who bully.

Dr. Bot provides strategic consulting to government and employers with regard to mental health and psychological safety in the workplace. She developed the Harassment Education Advisory Response Team (HEART) program as a response to issues of harassment in the workplace. Her innovative and comprehensive HEART program is implemented in over 1,000 workplaces across Canada and the US.

**M. Janet Kasperski, RN, MHSc, CHE, CEO of the Ontario Psychological Association**



Jan Kasperski is the CEO of the Ontario Psychological Association, and former CEO of the Ontario College of Family Physicians. She is a Certified Health Executive, holds a Master of Health Sciences (MBA and Design, Measurement and Evaluation Credits) from McMaster University, Hamilton, Ontario and a Bachelor of Arts Degree (Psychology) and is a Registered Nurse.

Jan holds a Principal position at PMH Consulting, is a Board Member with the Quality and Performance Measurement Committee at Toronto East General Hospital and Chair of the Board for the Warfarin Information Network. She played several key roles during the merger of the Toronto General and the Toronto Western Hospital including the management of the Neurosciences CPG, the Multiple Trauma Program and the establishment of the Neurosciences Research Institute.

**Donna Marshall, M.A., Counselling Psychology, CEO of BizLife Solutions, writer, professional speaker and Human Resource Advisor**



Donna is a specialist in workplace bullying, harassment and sexual harassment as well the interpersonal behaviours leading to these toxic conditions. She is a highly respected, engaging and entertaining adult learning facilitator who is on the faculty of the Canadian Management Centre and Humber College. Donna has been a guest on the CBC program Life by Design speaking about workplace conflict, bullying and harassment. She has authored a number of

articles on bullying and harassment, her most recent having appeared in the HR Professional Magazine regarding the link between mental health issues and toxic work cultures.

### **Judy Hamilton, LLB**

Ms. Hamilton's practice area is civil litigation. She is a senior lawyer at Friedman Law Professional Corporation. As an experienced litigation lawyer Ms. Hamilton has represented both employers and employees in employment disputes involving such issues as wrongful dismissal, human rights, harassment and Worker's Safety and Insurance Act applications. Ms. Hamilton successfully represented Dilshod Marupov, sole survivor in the landmark workplace scaffolding accident. Judy's wealth of information on legislation and the law will help you gain a robust understanding of workplace harassment. Her use of specific cases helps you understand first hand the implication of various workplace practices.

### **Marilyn Debora, CTP, Faculty BizLife Institute, Human Resource Advisor**



With over twenty-five years in business management and facilitation, and a Certified Training Practitioner Designation, Marilyn's hands-on approach ensures that business clients benefit from real-world experience. She believes by linking the corporate vision, with the values and competencies, in concert with developing skills and confidence in her clients, they will be able to foster a culture of continuous improvement and respect. She is a contributing author to the recently published Administrative Professionals publication on Business Leadership. Marilyn will keep you engaged with her stories, expertise and real life practice scenarios ensuring you are able to apply the protocols she shares.

**Dr. Chayim Newman**, Certified Psychologist, Faculty BizLife Solutions, Associate Dr. Stephanie Bot and Associates



Dr. Chayim Newman holds his PhD in Clinical Psychology from Yeshiva University. He completed his Residency at London Health Sciences Centre and has worked in numerous respected clinical settings including: New York Presbyterian Hospital, Montefiore Medical Center, The Albert Ellis Institute and Memorial Sloan-Kettering Cancer Center. He studied mindfulness and meditation disciplines with several of this generation's preeminent teachers and Dr. Newman regularly delivers lectures and seminars on meditation, mind-body health and well-being. Chayim is involved in the development and implementation of stress-management and performance-enhancement programs for professionals in the corporate sector and the entertainment industry. His funny and engaging presentation on mindfulness is always a hit.

**Dr. Elana Rosencrantz**, PsyD , Clinical Psychology, Faculty BizLife Solutions



Dr. Elana Rosencrantz holds a Doctorate in Clinical Psychology from Argosy University. She ran a successful private practice in Seattle, Washington treating individuals, couples, children, and adolescents before moving to Toronto. Dr. Rosencrantz specializes in the treatment of trauma related disorders. She is an associate of Dr. Stephanie Bot and Associates private psychology practice and teaches and trains on issues of Trauma, PTSD and Relationships. Elana has a keen ability to transform complex clinical issues into easy to understand and apply techniques and resources for the workplace, in a warm and approachable style.

**Dr. Emily Danson, B.Kin., D.C. Dip Med., Ac., ART®**



Dr. Danson is a chiropractor with High Point Wellness Centre. She developed and implemented an Injury Prevention Program for the Olympium Synchronize Swimming Club, Etobicoke Swim Club and Etobicoke Royal York Football Club. Emily is the team chiropractor for Olympian Synchronize Swimming Club and volunteers as the chiropractor at the Dawn 'til Dusk Ski Challenge for the Nik Zorcic Foundation. As part of the Highpoint professional team Emily provides ROI driven on site corporate wellness programs for organizations such as Bell Canada, The Globe and Mail and others.