

# RESUME

## PERSONAL INFORMATION

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Languages: French (spoken and written)  
English (spoken and written)

## ACADEMIC STUDIES

### University studies

1985 - 1988 **Masters in social service**  
University of Sherbrooke

1982 - 1985 **Undergraduate degree in social service**  
University of Sherbrooke

1980 - 1982 **Certificate of psychology in human relations**  
University of Sherbrooke

### College studies

1972 - 1973 **Police sciences**  
Sherbrooke College

## **PROFESSIONAL EXPERIENCE**

- 2010                      **Expert counsel in the administration of human resources**  
  
**Analyst on the TVA network, Summit of the Americas**  
  
**Sherbrooke University medical center**  
(Centre Hospitalier Universitaire de Sherbrooke),  
  
**Associate researcher, Faculty of Medicine,**  
Dr. Marcel Martin's group (stress in traumatology)
- 1992 - 1996              **Executive vice-president, Human and material resources**  
Québec Provincial Police Union  
(Association des policiers provinciaux du Québec)  
Sainte Julie, QC
- 1994                      **Associate researcher:** work group on «*socio-sanitary intervention in the framework of emergency measures*»  
  
**Department of Health and Social services**  
Québec government  
  
**Member of** *The professional order of social workers of Quebec*  
  
**Member of:** The Québec association of human resource professionals  
  
**Clinical Consultant:** couples, individuals, businesses, Government Organisations  
  
**Member** - The American Critical Incident Stress Foundation  
  
**Member** of the Québec Institute for Ericsonian therapy and hypnosis  
  
**Member** of the scientific committee of the **Paris International Center of Criminal sciences** (Paris, France)
- 1991                      **Coordinator** for the «certificate in Police administration»  
**Québec University in Trois-Rivières**
- 1987/92                      **Instructor and coordinator,** of human sciences for specialized training  
  
**École Nationale de Police du Québec**  
(Québec national police academy)
- 1970 - 1996              **Police Officer, Member of the Sûreté du Québec**

## **Training**

- **Québec department of revenue:** Training with executives and supervisors relative to violence in the work place.
- **Department of employment and social solidarity:** 21/2 day workshops **preventive intervention in aggressive and threatening situations.** Aid officers and reception personnel, more than 8500 persons trained
- **Québec department of Agriculture (MAPAQ):** workshops with executives and inspectors on: **preventive intervention in situations of aggressiveness and intimidation.**
- **Canadian Correctional Services: Intervention** in crisis situation (Donnacona, Port-Cartier, Cowansville, Drummond, La Macaza, Laval USD, Laval training centre.)
- **Québec Public Security, detention centers,** Valleyfield, Hull, Bordeaux, Québec.
- **City of Jonquière: preventive intervention in situations of aggressiveness, intimidation and threats.** Employees working in collection department, law office, Hydro Jonquière, receptionists.
- **Department of Wildlife:** stress and mental preparation
- **Native Communities (Cris) Chisassibi, Mistassini, (Inuit) Inukjuak, Kuujjuaq, Povungnituk, Kuujuarapik**
- **Accueil Bonneau, Old Brewery Mission, Maison du Père, Le Chainon.**
- **Alcan Canada:** Stress management in crisis situation.
- **Desjardins Confederation of credit unions.**
- **SAAQ :** intervention in crisis situation.
- **Fisheries and Oceans Canada :** In charge of training for the: **Intervention in crisis situation program, for the fisheries agents**
- **University of Montréal:** Workshops to the professionals and support personnel on: **preventive intervention in situations of aggressiveness and threats.**
- **University of Sherbrooke:** Workshops to the professionals and support personnel on: **preventive intervention in situations of aggressiveness and threats.**
- **École nationale de police du Québec** (Québec police academy) : intervention in crisis situations.
- **Commission de la Construction du Québec :** interview and communication techniques to the inspectors and supervisors)
- **CLSC** du Faubourgs Montréal: **preventive intervention in situations of aggressiveness, threats and intimidation.**
- **CUM, école de formation Montréal (Montréal police training centre) :** Stress management in crisis situations (Sgt and Lt)

- *École Nationale Supérieure de police Lyon* (France) *Stress management in crisis situations*
- *FBI Academy, Quantico, Virginia, USA.*
- **Canadian police college (RCMP), Ottawa** :Course coordinator in **Drug investigation techniques**
- **Canadian police college (RCMP), Ottawa** Course coordinator in: **Executive police administration**
- **Canadian police college (RCMP), Ottawa**: Course coordinator in: **Negotiation in hostage taking and siege situations**

## EXPERTISE

- **Clinical hypnosis**  
**Management of crisis situations-**  
 Intervention  
 Training

**Critical incident stress –**  
 Debriefing in:  
 Post firearm incidents  
 Post-trauma incidents  
 Training  
 Teaching

**-Stress management -**  
 Training  
 Intervention  
 Teaching

**Mediator -**  
 Conflict management

**Interrogation and interview Techniques**  
 -Training  
 -Teaching

**Violence in the work place -**  
 External and internal

## IMPROVEMENT COURSES

- 1994                    **Niagara, Ontario, Canada**  
«Advanced training in critical incident stress debriefing  
and post trauma syndromes»
- Under the auspices of:    International Critical Incident  
Stress Foundation  
Dr. Jeffrey T. Mitchell, Ph.D.
- 1993                    **F.B.I. Academy**  
V.S. Department of Justice  
«Law Enforcement Families»
- 1991                    **Montréal, Québec, Canada**  
«Intervention in disaster situations»
- Under the auspices of:    National organisation for  
Victim assistance (Nova)  
Washington, DC  
Dr. Marlene Young, Ph. D.
- 1990                    **Baltimore, Maryland, U.S.A.**  
«Teaching stress concepts to emergency services  
professions»
- Under the auspices of:    American Critical Incident  
Foundation  
Emergency health services  
department  
University of Maryland  
Maryland Institute for  
emergency medical services  
system  
Dr. Jeffrey T. Mitchell, Ph.D.  
Dr. Georges S. Everly, Ph.D.
- F.B.I. Academy**  
Communication unit  
Quantico, Virginia, U.S.A.  
«Interview/Interrogation in service»
- F.B.I. Academy**  
Behavioral science unit  
Quantico, Virginia, U.S.A.  
«Stress management in Law Enforcement»  
(Dr. James T. Reese, Ph. D.)

- 1988 **Chicago Police Department**  
Professional Counseling Services  
Chicago Alcoholism Service Unit
- Boston Police Stress Program**  
Professional Counseling Services  
Boston Alcoholism Service Unit
- 1985 **Scholarship**  
Department of International Relations  
Government of Québec  
Training period in Belgium.

<b>LECTURER</b>
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- 2010 **Ministère Solidarité Sociale, Revenu Québec, ROHQ**
- 2001 **École nationale supérieure de la Police**  
Saint-Cyr au Mont d'Or  
Lyon - France
- Interdisciplinary conference on the consequences of disasters and traumatic incidents.**  
University of Québec in Chicoutimi
- 2000 **Lecturer, XXVIII<sup>rd</sup> conference**  
Suicide study and prevention group - C.H.U.  
«Suicide and professional life: Hazards of the trade. »  
Poitiers – France
- Municipal association of financial executives of Québec**
- Conference – Crisis management**  
APSSAP. - Québec
- IV<sup>th</sup> .European course**  
For upper echelon police executives  
École nationale supérieure de la police nationale  
Française  
Saint-Cyr au Mont d'Or  
Lyon - France
- Canadian correctional Services**  
Laval, Port-Cartier, Drummondville, Donacona,  
Cowansville

- 1995                    **International conference**  
Community health centres at the heart of the reforms to  
the health system:  
Palais des Congrès - Montréal
- 1993                    **Canadian conference on penal justice**  
Québec
- F.B.I. Academy**  
Department of Justice  
Quantico, Virginia  
U.S.A.
- 1992                    **D.S.C.**  
Conference on preventive medicine  
Montréal
- 2<sup>nd</sup> World conference on violence and human  
co-existence**  
Montréal