

**SPEAKER AGREEMENT (2024)**

**Client:** \_\_\_\_\_

**Speaker:** Lieutenant-Colonel (Retired) Stephane Grenier CM, MSC, CD, LLD  
MHI – Founder & Lead Innovator

**DATE:** \_\_\_\_\_

**TIME:** \_\_\_\_\_ **DURATION:** \_\_\_\_\_

**LOCATION:** \_\_\_\_\_

**FEE:** Corporate Rate: \$10,000.00 plus applicable taxes (travel not included)  
Non Profit Rate: \$7,500.00 plus applicable taxes (travel not included)

**EXPENSES:** The client is responsible for the speaker's reasonable travel, lodging, meals, local transportation, parking, mileage and incidental expenses. [Travel description: economy non-refundable airfare for flight less the 3 hours. Business class airfare for flights over 3 hours.]

**PAYMENT TERMS:** (a) a non-refundable 50% deposit upon the execution of this agreement; and  
(b) the balance of the Fee and all travel expenses due upon receipt of final invoice accompanied with scanned copies of all travel receipts.

**STANDARD TERMS**

**& CONDITIONS:** This agreement is subject to the additional terms and conditions which are set out on the attached document, all of which are hereby incorporated into this agreement by this reference. The undersigned has read and agreed to the terms and conditions of this agreement

**EVENT-SPECIFIC AGREEMENT**

Where /when possible and appropriate, set up an author's table, to conduct a book signing onsite. Point-of-sale organised by the client with a third-party vendor which will require venue access. No cost to organizer.

Confirmed and Agreed to By:

**MHI:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**CLIENT:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**NOTE:** Speaker fees have been agreed to and subject to non-exclusive agreements with the National Speakers Bureau and the Speakers Spotlight and Conference ADN.

## STANDARD TERMS & CONDITIONS

**CONFIDENTIALITY:** The Client agrees to maintain the absolute confidentiality of all the terms, conditions and arrangements contained in this Agreement and/or associated with the appearance by the Speaker.

**ENDORSEMENT:** It is understood that the Speaker is not endorsing the Client's organization or event, or any party affiliated therewith and shall not be advertised or promoted as doing so. The Client may use the Speaker's name, photograph and biographical material provided in this Agreement solely for the purpose of advertising and promoting the Engagement after this Agreement is fully signed, up to and including the Engagement date.

**PROMOTION:** Any written, online or broadcast promotional materials featuring the Speaker's name and/or image must be pre-approved in writing by MHI prior to publication and/or distribution. The Client is bound to using the Speaker Introduction Script provided at the end of this Agreement when introducing the Speaker on stage.

**RECORDING:** This is a copyrighted presentation. It is understood that recording including without limitation or audio, video or web or other media streaming, in part or in whole is not a part of this Agreement without prior written permission of MHI.

**CANCELLATION:** This Agreement is non-cancelable, and all amounts due pursuant to this agreement shall be paid in accordance with the "Payment Terms" set forth in this Agreement. If at any time prior to sixty (60) days before the date of the Engagement, the Client by written notice to MHI cancels or postpones the Engagement the Client shall be responsible to pay and shall forfeit 50% of the Fee. If at any time within sixty (60) days before the date of the Engagement, the Client cancels or postpones the Engagement, the Client shall be responsible to pay and shall forfeit 100% of the Fee.

If for any reason the Speaker is unable to make the Engagement, MHI will fully refund any fees paid by the Client, and the Client shall have no claim for damages against MHI or the Speaker.

**FORCE MAJEURE:** Notwithstanding any other provision of this Agreement, in the event that the performance of any obligation under this Agreement is prevented due to acts of God, wars, hostilities, blockades, civil disturbances, revolutions, strikes, terrorism attacks, or lockouts, or other events of force majeure, MHI, the Speaker and/or the Client (the "Parties") shall not be responsible to the other for failure or delay in performance of its obligations under this Agreement. Each Party shall promptly notify the other Parties of such force majeure condition. The terms of this clause shall not exempt, but merely suspend, any party from its duty to perform the obligations under this Agreement until as soon as practical after a force majeure condition ceases to exist.

## **PRIMARY ABSTRACT**

### **Brief Session Synopsis:**

#### ***Leveraging the World's Largest Untapped Mental Health Resource: People***

In today's modern workplace, mental health problems have become the leading cause of disability claims, accounting for 70% of workplace disability management costs in Canada. Stéphane knows the toll mental health problems can take on individuals and workplaces firsthand. Traditionally, mental health difficulties in the workplaces have been principally viewed through two lenses: the performance lens and the clinical one. Clinicians treat symptoms and leaders manage behaviours.

Anchored in decades of experience in improving the way large public- and private-sector organizations support their employees, Grenier offers his audiences pragmatic advice designed to support workplaces in developing corporate cultures of open, non-stigmatizing approaches to mental health and well-being.

Blending lived accounts, riveting corporate case studies, leading-edge research and passionate arguments that the status quo is no longer acceptable in the field of workplace mental health, Stéphane makes us ask ourselves, how did we miss the obvious? How did we miss our people?

#### **See website for more details:**

<http://stephanegrenier.com/speaker>

#### **For imagery and downloads:**

<http://stephanegrenier.com/media>

#### **Meet the Speaker at:**

[http://bit.ly/SG\\_MH](http://bit.ly/SG_MH) (YouTube video)

## Stéphane Grenier CM, MSC, CD, LLD – Biographies and Speaker Introduction

### Short Biography (203 words)

When it comes to mental health, Stéphane Grenier *walks the talk*.

He was appointed to the Order of Canada and awarded two honorary Doctor of Laws degrees for his contributions to the field of workplace mental health.

Stéphane's riveting [keynotes](#) are not only thought-provoking, but also lead to tangible action and sustainable change for those leaders who are prepared to rethink how they support their people.

His autobiography, [After the War: Surviving PTSD and Changing Mental Health Culture](#), tells his story from the day he landed in the midst of the Rwandan genocide, through his journey of changing mental health culture in the Canadian military, developing national Guidelines for Peer Support with the Mental Health Commission of Canada, all the way to creating Mental Health Innovations (MHI); a consultancy that leads innovative and sustainable change in organizations to enhance the mental health of their people.

Today, he and his business partners, along with countless associates, develop [non-clinical mental health interventions](#) as a complement to traditional clinical care for private and public sector organizations, as well as for provincial healthcare systems.

Stéphane's vision is a world where people no longer face barriers to good mental health.



[www.AfterTheWarBook.com](http://www.AfterTheWarBook.com)

**Speaker Introduction Script: 349 words, 100 seconds**

(Note: Pronunciation Guide - *Steh-fan Grehn-yay*)

<start>

It is my pleasure to introduce our next speaker.

Stephane Grenier is the founder of Mental Health Innovations, a social enterprise dedicated to rehumanizing workplaces in Canada.

Stephane is an outspoken advocate for the use of social support to overcome ill mental health.

His conviction comes from his incredible experience, changing the mental healthcare system of the Canadian military.

Stephane is a veteran of the ill-fated United Nations' mission to Rwanda in the mid nineteen-nineties. Conducted in the wake of a horrible genocide, peacekeepers were unprepared to handle the effects, and consequences of their experiences.

When he returned home, he began feeling unwell and took a personal interest in his symptoms and how the military treated the mental health of its service members.

He began by challenging the clinical language being used, to reframe the understanding that the brain can be injured. He then took on a culture and healthcare system, deeply entrenched with stigmatization.

By developing a national peer support program, he broke down the barriers for service members to get help.

Stephane retired from the military in 2012, and created Mental Health Innovations, now extending his focus to the Canadian workforce. With clients in the public and private sector, he and his team continue to develop non-clinical mental health interventions to complement traditional clinical care.

In 2016, he launched a second company, which is now charged with implementing and delivering peer support services within inpatient mental health units at the provincial healthcare system level.

Throughout his career, Stephane has been recognized for his transformational leadership style, and has been commended for his contributions to the mental health field.

Honours include receiving a military commendation for his efforts and leadership during the post-war humanitarian disaster caused by the Rwandan Genocide and being awarded the Meritorious Service Cross by the Governor General of Canada. Stephane was named a Champion of Mental Health in 2009, was bestowed two honorary Doctor of Laws degrees (2015 – 2023), and appointed to the Order of Canada by the Governor General in 2018.

Please join me in welcoming, Stephane Grenier.  
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## Long Biography (608 words)

Stéphane Grenier is a nationally known mental health innovator, advocate, speaker and entrepreneur. He retired from the Canadian military as a Lieutenant Colonel after 29 years of service. He participated in several overseas missions, most notably nine months in Rwanda in 1994/95, and six months in Kandahar, Afghanistan in 2007. Numerous shorter deployments include Cambodia, Kuwait, the Arabian Gulf, Lebanon, and Haiti, to name a few.

Faced with his own undiagnosed Post-Traumatic Stress Disorder (PTSD) upon return from Rwanda, he took a personal interest in the way the Canadian Forces were dealing with mental health issues. In 2001, he coined the term Operational Stress Injury (OSI) to reframe perceptions around mental health. He also conceived, developed, implemented and managed a national Peer Support Program for the Canadian military. This program now has 57 offices and close to 70 staff members.

He later created a department-wide workplace mental health education program in 2007. This work led to the launch of a second highly successful, non-clinical mental health program that evolved into *Road to Mental Readiness* (R2MR) which delivers peer-based mental health education in wide use across the military, first responders and trauma-exposed workplaces.

In 2009, he conceived a corporate mental health awareness campaign that was recognized by the Mental Health Commission of Canada (MHCC) and the Canadian Mental Health Association (CMHA). It was endorsed as an example of corporate leadership in reducing mental health stigmatization in the workplace.

In April 2010, Stéphane was seconded to the Mental Health Commission of Canada (MHCC) to lead the Peer Project and develop the National Standards of Practice for Peer Support. Two years later, the MHCC reorganized its priorities and cancelled the Peer Project. Despite this lack of support, he (along with two individuals who supported growth of peer support in Canada) created a charitable organization to finish the work and commitment of the MHCC.

He also served as a member of the MHCC Workforce Advisory Committee from 2008 to 2012 when this body was closed out.

Stéphane retired from the military in the spring of 2012 and launched Mental Health Innovations (MHI), a social enterprise dedicated to developing non-clinical mental health interventions as a complement to traditional clinical care. MHI has implemented workplace peer support for private and public-sector clients and has developed a wide array of workplace mental health approaches that focus on transforming culture and empowering human connection.

In 2016, Stéphane launched a second company to implement and deliver peer support services within inpatient mental health units at the provincial healthcare system level.

Stéphane received a military commendation for his efforts and leadership during the post-war humanitarian disaster caused by the Rwandan Genocide. He was awarded a Meritorious Service Cross by the Governor General of Canada for taking the concept of peer support and driving it up from the grass roots into a formal federal government program. In 2009, the Canadian Alliance on Mental Illness and Mental Health recognized him as a Champion of Mental Health, and he was awarded two (honorary) Doctor of Laws degrees (2015 and 2023) for his contributions in the field of mental health.

In 2018, he was appointed to the Order of Canada by the Governor General, an honour he accepts on behalf of the thousands of Canadians who believe that it is possible to transform our mental health system and who work tirelessly each day towards this goal.

Stéphane is an in-demand keynote speaker and published author. His autobiographical book *After the War: Surviving PTSD and Changing Mental Health Culture* was co-authored by Dr. Adam Montgomery and published by University of Regina Press in February of 2018.



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