

SPEAKER AGREEMENT (2025)

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 challenges have become the leading cause of disability claims, representing 70% of workplace disability management costs in Canada. Stéphane knows this toll firsthand—not just as a consultant, but as the CEO of a growing company where every member of the workforce, from employees to associates, has experienced or currently experiences mental health challenges. Stéphane himself has faced mental health challenges and continues to maintain his recovery every day.

Traditionally, mental health in the workplace has been viewed through two primary lenses: performance and clinical care—where clinicians treat symptoms, and leaders manage behaviors. But Stéphane offers a different perspective. As a leader who actively applies mental health principles within his own organization, he demonstrates that mental health can be integrated into the culture of a workplace in ways that empower and support employees, rather than stigmatize or isolate them.

Drawing from decades of experience improving support systems in both public and private sectors, Stéphane provides pragmatic, actionable advice for organizations seeking to create open, inclusive, and non-stigmatizing cultures around mental health. His approach isn't based on what's theoretically possible; it's based on real, lived experience—both his own and that of his workforce.

Blending personal stories, inspiring case studies, and leading-edge research, Stéphane challenges the status quo and argues that workplace mental health must no longer be an afterthought. It must become a core element of organizational success. As we look to the future, Stéphane's message is clear: We need to stop missing the obvious. We need to stop missing 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 (YouTube video)

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

Short Biography (203 words)

When it comes to mental health, Stéphane Grenier truly walks the talk. He has faced mental health challenges firsthand and continues to maintain his recovery every day. As the CEO of Mental Health Innovations (MHI), he leads an organization where every member of the workforce, from employees to associates, shares in the experience of mental health challenges.

Stéphane served for three decades in the military as a leader, with deployments to Rwanda, Afghanistan, Cambodia, Haiti, Lebanon, and the Persian Gulf. His experiences in these diverse environments have shaped his deep understanding of the mental health challenges faced by individuals in high-pressure situations.

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

His riveting keynotes inspire tangible action and sustainable change, encouraging leaders to rethink how they support their people and foster cultures of openness, inclusion, and recovery.

Stéphane's autobiography, *After the War: Surviving PTSD and Changing Mental Health Culture*, tells his story from his time in the midst of the Rwandan genocide to his journey of transforming mental health culture within the Canadian military. He led the development of the National Standards for Peer Support in Canada and went on to create MHI, a consultancy that leads innovative, sustainable change in organizations to enhance the mental health of their people.

Today, Stéphane and his team design workplace mental health interventions that complement traditional clinical care, serving both public and private sector organizations as well as provincial healthcare systems.



www.AfterTheWarBook.com

Speaker Introduction Script: 349 words, 100 seconds

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

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It is my great pleasure to introduce our next speaker, Stéphane Grenier. Stéphane is the founder of Mental Health Innovations, a social enterprise on a mission to rehumanize workplaces across Canada.

He has been a driving force for change in mental health, using his own transformative experiences within the Canadian military to challenge the status quo.

As a veteran of the United Nations' mission to Rwanda in the mid-1990s, Stéphane served during and after the genocide. Peacekeepers lived through the devastation, unprepared for the deep psychological toll of what they endured.

When Stéphane returned home, he began to feel the weight of his own struggles and took it upon himself to understand how the military was handling mental health.

He confronted the clinical language around mental health and worked to reframe the understanding that the brain can be injured. He then tackled a deeply entrenched culture of stigma, creating a national peer support program that made it possible for service members to seek the help they needed.

After retiring from the military in 2012, Stéphane turned his focus to the Canadian workforce. Through Mental Health Innovations, he partners with both public and private sector clients to develop non-clinical mental health interventions that complement traditional care.

In 2016, he launched a second company dedicated to implementing peer support services within inpatient mental health units across provincial healthcare systems.

Throughout his career, Stéphane's leadership has been nothing short of transformative. He has earned a military commendation for his leadership during the aftermath of the Rwandan genocide, a Meritorious Service Cross from the Governor General of Canada, and recognition as a Champion of Mental Health. He received his first honorary Doctor of Laws degree in 2015, a second in 2023, and in 2018, was appointed to the Order of Canada.

Please join me in welcoming, Stéphane Grenier.

Long Biography (608 words)

Stéphane Grenier is a recognized leader in the field of workplace mental health and a driving force for change in how organizations support the well-being of their people. After serving for three decades in the Canadian military, he retired as a Lieutenant Colonel, having served in numerous high-stakes missions, including close to a year in Rwanda during the 1994/95 genocide and six months in Kandahar, Afghanistan in 2007. He also served for shorter periods in Cambodia, Kuwait, the Arabian Gulf, Lebanon, and Haiti.

Stéphane's personal experience with undiagnosed PTSD upon returning from Rwanda led him to focus on transforming how the military addressed mental health. In 2001, he coined the term Operational Stress Injury (OSI) to shift the narrative and later created the Canadian military's national Peer Support Program, which has since expanded to close to 60 offices and staff members.

In 2007, Stéphane launched a department-wide workplace mental health education program, which led to the creation of Road to Mental Readiness (R2MR), a peer-based mental health education initiative now used across the military, first responders, and trauma-exposed workplaces.

Stéphane also extended his impact into the corporate world, where in 2009 he launched a corporate mental health awareness campaign that was recognized by the Mental Health Commission of Canada (MHCC) and the Canadian Mental Health Association (CMHA) as an exemplary model for reducing mental health stigma in the workplace.

In 2010, Stéphane was seconded to the MHCC to lead the Peer Project and develop National Standards of Practice for Peer Support. Despite setbacks when the MHCC restructured and canceled the project, Stéphane, along with two colleagues, founded a charitable organization to continue the work. He also served on the MHCC Workforce Advisory Committee from 2008 to 2012.

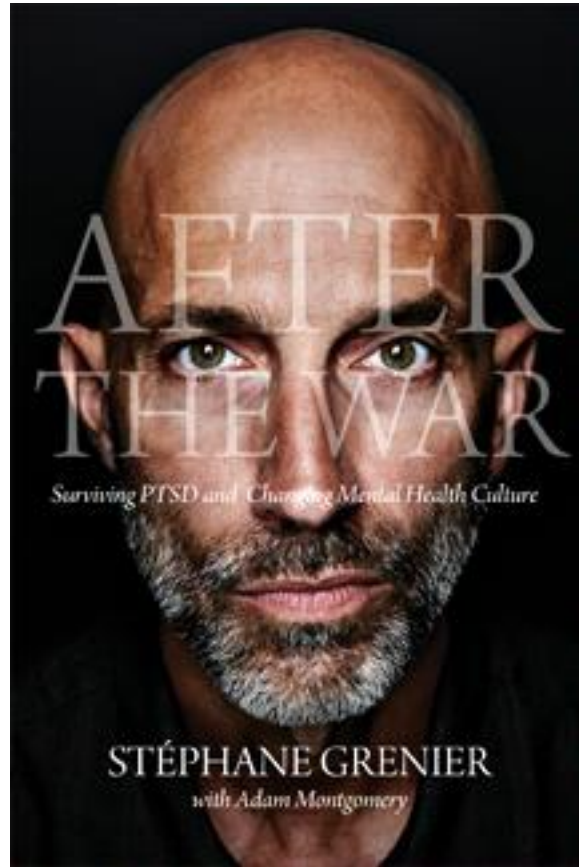
After retiring from the military in 2012, Stéphane founded Mental Health Innovations (MHI), a social enterprise focused on creating non-clinical mental health interventions as a complement to traditional care. MHI's approach to workplace mental health emphasizes cultural transformation and empowering human connection. Stéphane's leadership has guided MHI in supporting dozens of private and public-sector organizations.

In 2016, Stéphane expanded his impact by launching a second company dedicated to implementing peer support services within inpatient mental health units across provincial healthcare systems.

Throughout his career, Stéphane has been recognized for his leadership and impact. He was awarded a Meritorious Service Cross by the Governor General of Canada for his efforts during the post-Rwandan genocide humanitarian crisis. His work in peer support earned him national recognition for turning grassroots initiatives into formal federal programs. He was named a Champion of Mental Health by the Canadian Alliance on Mental Illness and Mental Health and has received two honorary Doctor of Laws degrees for his contributions to mental health.

In 2018, Stéphane was appointed to the Order of Canada, an honor he accepts on behalf of the many Canadians dedicated to transforming the mental health system.

Stéphane is a sought-after keynote speaker and author. His autobiography, *After the War: Surviving PTSD and Changing Mental Health Culture*, co-authored with Dr. Adam Montgomery and published by University of Regina Press, chronicles his journey from military service to becoming a leader in changing mental health culture in Canada.



www.AfterTheWarBook.com