MEDIA KIT · CORPORATE & L&D · 2026

Tamara C. Larson

MA · CWHP-A · CAE®

Founder & CEO, Tamara C. Larson Grow Leaders & Learn Peace Canada

Helping organizations build psychologically safe, well-led, and values-driven workplaces where people and performance thrive.

Edmonton, Alberta, Canada · Available nationally, globally & virtually

> *"Tamara embodies an empowered leader who lifts up other women. In every conversation and interaction, Tamara's passion for creating safe spaces that enable diversity, equity, inclusion and belonging shines through. Her brilliant mind and wit are outmatched only by her generosity and tenacity."*



1,500+	30+	9	4
LEADERS TRAINED	YEARS EXPERIENCE	CORPORATE & L&D PROGRAMS	WAYS TO ENGAGE

CORE EXPERTISE

Psychological Health & Safety	**Cultures of Well-Being**	**Equity-Based Mentorship**
Succession Planning	**CSR & ESG**	**Organizational Structure**
Mission, Vision & Values	**Servant Leadership**	**Inclusion & Belonging**

KEYNOTES | WORKSHOPS | FACILITATION | FRACTIONAL LEADERSHIP

"Tamara is knowledgeable, intuitive, invaluable in changing culture."

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ABOUT TAMARA

A Servant Leader for Healthy, High-Trust Workplaces



Tamara C. Larson, MA, CWHP-A, CAE® is the Founder & CEO of Tamara C. Larson Grow Leaders and Learn Peace Canada. For more than 30 years she has worked across education, arts, business, and community leadership, helping leaders turn values into everyday practice.

Holding the CWHP-A and CAE® designations, she brings a systems view of organizational health: how structure, governance, leadership behaviour, and culture combine to create psychological safety, well-being, and sustainable performance.

Her signature **Lead to Serve** framework and her CAE® capstone research, *Making Mentorship Matter in Canadian Association Management and the NFP Sector*, inform practical, equity-based approaches to mentorship, succession, and inclusive leadership.

> *"Tamara is a great leader. She sees the potential in others and gives you the support needed to get you where you want to be."*

WHY CORPORATE & L&D TEAMS BOOK TAMARA

- **Systems, not one-off inspiration.** Sessions connect leadership behaviour to structure, policy, and culture.
- **Evidence-informed frameworks.** Servant leadership, positive peace, equity-based mentorship, and psychological health and safety practice.
- **Practical tools.** Participants leave with actions they can use the next working day.
- **Custom by design.** Content aligned to your strategy, values, and CSR/ESG goals.

HONOURS & AFFILIATIONS

- Queen Elizabeth II Platinum Jubilee Medal (Alberta), Recipient
- RBC Canadian Women Entrepreneur Awards, Women of Influence Nominee
- Co-Chair, Canada Chapter, Catalyst NOW
- Rotarian of the Year · Rotary International
- Positive Peace Activator, Rotary International & Institute for Economics & Peace

> *"Leadership is most powerful when it serves, uplifts, and shares responsibility."*
>
> Tamara C. Larson

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SPEAKING TOPICS

Keynotes, Workshops & Facilitated Sessions

Nine programs, each available as a keynote, workshop, or facilitated session.

01

SIGNATURE KEYNOTE

Lead to Serve

Servant Leadership for High-Trust, High-Performing Teams

Leadership is most powerful when it serves. This keynote reframes leadership as a daily practice of listening, stewardship, and growing others, and shows how servant leaders build the trust that drives engagement, retention, and results.

PARTICIPANTS WILL

- Recognize servant leadership behaviours and their impact on trust
- Apply Lead to Serve practices to one-on-ones, meetings, and decisions
- Commit to one habit that grows both people and performance

BEST FOR

Leadership conferences, all-staff kick-offs, manager development

02

PSYCHOLOGICAL HEALTH & SAFETY

Safe to Speak, Safe to Grow

Building Psychologically Healthy and Safe Workplaces

Psychological safety is a leadership responsibility and a strategic advantage. Aligned with Canada's National Standard (CSA Z1003), this session helps leaders recognize psychosocial risk, respond with care, and create conditions where people speak up, learn, and do their best work.

PARTICIPANTS WILL

- Identify workplace factors that strengthen or erode psychological health
- Practise leader responses after mistakes, conflict, and change
- Leave with a team-level psychological safety action plan

BEST FOR

People leaders, health & safety committees, HR and wellness teams

03

CULTURES OF WELL-BEING

Well-Being by Design

From Wellness Perks to Cultures That Sustain People

Real well-being is built into how work is designed, led, and measured. This session moves organizations beyond one-off wellness initiatives toward cultures where workload, recognition, belonging, and growth support whole-person health.

PARTICIPANTS WILL

- Distinguish wellness programs from a culture of well-being
- Map the leadership practices that drive sustainable well-being
- Define practical indicators to track well-being over time

BEST FOR

Wellness summits, HR and total rewards teams, executive retreats

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SPEAKING TOPICS

Talent, Mentorship & Social Impact

Programs that grow leaders, protect continuity, and connect people strategy to purpose.

04

EQUITY-BASED MENTORSHIP

Mentorship That Matters

Equity-Based, Intergenerational Mentorship Design

Based on Tamara's CAE® capstone research, this program offers practical frameworks for mentorship systems that close equity gaps, deepen belonging, and grow talent across generations, including peer, reverse, and group mentoring models.

PARTICIPANTS WILL

- Understand the design elements of equity-based mentorship
- Match mentoring models to organizational goals
- Build evaluation measures that demonstrate program impact

BEST FOR

L&D and talent teams, ERGs, women's leadership and early-career programs

05

SUCCESSION PLANNING

Leading Forward

Succession Planning & Inclusive Leadership Pipelines

Succession is more than a replacement chart. This session helps organizations build inclusive, mentorship-powered pipelines that preserve knowledge, reduce key-person risk, and prepare the next generation of leaders with intention.

PARTICIPANTS WILL

- Identify critical roles and knowledge-transfer risks
- Use mentorship and stretch roles to develop future leaders
- Design a transparent, equitable succession process

BEST FOR

Executive teams, boards, HR and talent management

06

CSR & ESG

Purpose Beyond Profit

Bringing the "S" and "G" in ESG to Life

Stakeholders expect organizations to show the social value they create. Drawing on positive peace, human rights, and the UN Sustainable Development Goals, this session connects CSR and ESG commitments to people, community partnerships, and authentic leadership.

PARTICIPANTS WILL

- Connect social and governance commitments to culture and leadership
- Align CSR initiatives with the SDGs and community partners
- Identify meaningful people-and-culture indicators for ESG reporting

BEST FOR

CSR, ESG and sustainability teams, executives, community investment

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SPEAKING TOPICS

Structure, Values & Belonging

Programs that align how an organization is built with what it stands for.

07

ORGANIZATIONAL STRUCTURE

Structure That Serves

Designing Organizations for Clarity, Trust & Growth

Culture lives inside structure. Drawing on deep association and nonprofit governance experience, Tamara helps leaders examine roles, reporting lines, decision rights, and governance so structure supports collaboration, accountability, and well-being.

PARTICIPANTS WILL

- Diagnose where structure creates friction, silos, or burnout
- Clarify roles, decision rights, and governance relationships
- Align structure with strategy, values, and growth plans

BEST FOR

Executive teams, boards, organizations in growth or transition

08

MISSION, VISION & VALUES

Living Values

Turning Mission, Vision & Values into Daily Practice

Values matter only when people can see them in decisions, behaviours, and systems. This facilitated session helps teams clarify or refresh mission, vision, and values and translate them into observable behaviours and leadership expectations.

PARTICIPANTS WILL

- Clarify or refresh mission, vision, and values with broad engagement
- Define observable behaviours for each value
- Embed values in hiring, recognition, performance, and decisions

BEST FOR

Strategic planning, leadership retreats, mergers and culture renewal

09

INCLUSION & BELONGING

Upstander Leadership at Work

Inclusion, Dignity & Belonging

Inclusion grows when every person is valued and every voice is heard. Grounded in human rights and positive peace, this session equips leaders and teams to move from bystander to upstander, interrupt exclusion, and build cultures of dignity and belonging.

PARTICIPANTS WILL

- Recognize everyday exclusion and its impact on safety and performance
- Practise respectful, effective upstander responses
- Adopt inclusive practices for meetings, decisions, and growth

BEST FOR

All-staff sessions, inclusion councils, people leaders

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HOW WE WORK TOGETHER

Keynotes, Workshops & Facilitation

Flexible formats that fit conference programs, leadership development calendars, and strategic planning cycles.

FORMAT	LENGTH	BEST FOR
Keynote	45–90 minutes	Conference openings and closings, leadership summits, all-staff events
Interactive workshop	3–6 hours	Skill building for managers, teams, and HR/L&D cohorts
Half-day intensive	3–4 hours	Executive and leadership teams working on a specific challenge
Strategic facilitation	Half-day to multi-day	Strategic planning, values refresh, retreats, board sessions
Leadership learning series	Multi-session cohort	Leadership development pathways and mentorship program launches
Lunch & learn / webinar	45–60 minutes	Mental health, wellness, and inclusion awareness campaigns
Virtual & hybrid	Flexible	Distributed teams and national or global audiences

HOW TAMARA DESIGNS LEARNING

01
Discover
Pre-event consultation on your goals, audience, and culture.

02
Design
Custom content, examples, and learning objectives aligned to your strategy.

03
Deliver
Interactive, inclusive, trauma-aware facilitation with practical tools.

04
Sustain
Action plans, follow-up resources, and options for cohort reinforcement.

FRAMEWORKS & STANDARDS TAMARA DRAWS ON

Servant Leadership · Lead to Serve · Positive Peace (IEP 8 Pillars) · Equity-Minded Mentorship · Trauma-Informed Practice · CSA Z1003 Psychological Health & Safety · Theory of Change · UN SDGs 4, 5, 10, 16, 17 · UNESCO Global Citizenship Education · CSAE Competencies

> *"Every learner has a role to play in advancing peace and justice."*
>
> Tamara C. Larson, Learn Peace Canada

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FRACTIONAL LEADERSHIP & ADVISORY

Senior Leadership, on a Flexible Basis

Some needs call for more than a session. Tamara is available for fractional, interim, and advisory roles that bring experienced leadership to your organization without the commitment of a full-time executive hire.

Fractional Chief People & Culture Officer

Psychological health and safety strategy, cultures of well-being, values, and people practices.

Fractional or Interim Executive Director / CEO

Leadership continuity during transition, governance stewardship, and operational stability.

Fractional Head of Learning & Development

Leadership development architecture, curriculum design, and program evaluation.

Mentorship & Succession Program Lead

Design, launch, and evaluation of equity-based mentorship and succession programs.

CSR, ESG & Social Impact Advisor

Social impact strategy, community partnerships, SDG alignment, and people-related ESG indicators.

Board & Governance Advisor

Board development, organizational structure, mission, vision and values, and strategic planning.

ENGAGEMENT MODELS

MODEL	WHAT IT LOOKS LIKE	TYPICAL TERM
Fractional retainer	Ongoing senior leadership on set days each week or month	3–12 months, renewable
Interim leadership	Bridge leadership during a vacancy, leave, or transition	Defined term
Project-based	A defined deliverable, such as a mentorship program, values refresh, or structure review	Scoped by project
Advisory retainer	Thought partner to executives or boards through regular strategy sessions	Monthly or quarterly

AVAILABILITY · 2026–2027

- ☐ Accepting fractional, interim, and advisory engagements
- ☐ Part-time commitments, from 1–3 days per week or set days per month
- ☐ Remote across Canada and internationally
- ☐ On-site in Alberta; travel by arrangement

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IDEAL AUDIENCES

Audiences Served

- ☐ Corporate executive and leadership teams
- ☐ HR, People & Culture leaders
- ☐ Learning & Development teams
- ☐ Health, safety & wellness committees
- ☐ CSR, ESG & sustainability teams
- ☐ Boards of directors
- ☐ Employee resource groups & inclusion councils
- ☐ HR, L&D, DEI & wellness conferences
- ☐ Associations & nonprofits
- ☐ Women's leadership networks

TO PLAN YOUR ENGAGEMENT, SHARE

- ☐ Organization, event, and date(s)
- ☐ Audience size and roles
- ☐ Preferred format: keynote, workshop, facilitation, or fractional
- ☐ Topics of interest and goals for participants
- ☐ Location, or virtual / hybrid

FOR EVENT ORGANIZERS

Bio & Introduction

SHORT BIO (60 WORDS)

Tamara C. Larson, MA, CWHP-A, CAE®, is Founder & CEO of Tamara C. Larson Grow Leaders and Learn Peace Canada. A speaker, facilitator, and fractional leader with more than 30 years of experience, she helps organizations build psychologically safe, inclusive, values-driven workplaces through servant leadership, equity-based mentorship, succession planning, and purpose-led strategy.

SPEAKER INTRODUCTION (FOR MCS)

Our next speaker believes leadership is most powerful when it serves, uplifts, and shares responsibility. Tamara C. Larson is the Founder and CEO of Tamara C. Larson Grow Leaders and Learn Peace Canada. With more than 30 years of experience, she has trained over 1,500 leaders in servant leadership, psychological safety, and equity-based mentorship, and is a recipient of the Queen Elizabeth II Platinum Jubilee Medal. Please join me in welcoming Tamara C. Larson.

BOOK TAMARA

Let's build a healthier, high-trust workplace together.

tamara@growleaders.ca

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