



Dr. Thomas W. Faulkner

DBA | SPHR | Lean Six Sigma Black Belt | U.S. Army Veteran
Principal Consultant & Founder, Faulkner HR Solutions
Strategy-Backed. People-First.



PUBLISHED, PRESENTED & FEATURED THROUGH



ABOUT THE SPEAKER

Dr. Thomas W. Faulkner helps employers stop treating recurring people problems as isolated incidents and start reading them as system warnings. As Principal Consultant and Founder of Faulkner HR Solutions, he brings more than 15 years of strategic HR, leadership, and operational experience across municipal government, healthcare, nonprofits, professional services, and growing private-sector businesses. His work sits where leadership, documentation, compliance, supervisor behavior, and real-world pressure collide. Known for blending humor, operational clarity, and a direct “call it what it is” teaching style, Dr. Faulkner helps leaders identify the process gaps, authority issues, documentation failures, and management habits that keep creating the same workplace problems under different names. His sessions give leaders practical frameworks, clearer decision standards, stronger accountability language, and usable roadmaps for addressing problems before they become expensive or difficult to defend.

CORE MESSAGE

Workplace problems are designed upstream before they are blamed downstream. His trainings help leaders make stronger hiring, supervision, documentation, discipline, termination, and retention decisions before those decisions become expensive.

AUDIENCE TAKEAWAYS

- How to spot the system pattern behind recurring people problems.
- Practical roadmaps for making stronger leadership and HR decisions under pressure.
- Clearer language for tense conversations, accountability moments, and difficult workplace calls.
- A sharper way to separate individual failure from system failure before blame hardens.
- Tools for moving from reaction to repair without losing the human reality of the room.

SPEAKING & TRAINING FOCUS

Compliance & Documentation

Standards that make employer decisions defensible.

Supervisor Readiness

Accountability conversations, escalation judgment, and leadership behavior under pressure.

Workforce Stability

Retention, role clarity, and HR infrastructure for municipalities, nonprofits, and growing businesses.

CREDENTIALS

- Doctor of Business Administration - Organizational Leadership
- Senior Professional in Human Resources (SPHR)
- Lean Six Sigma Black Belt
- U.S. Army Veteran | 15+ Years Strategic HR Experience

SIGNATURE KEYNOTES & WORKSHOPS

FEATURED KEYNOTE **Designed to Fail: The System Behind the People Problem**

Based on the book. Why organizations keep misdiagnosing structural failures as people problems and how leaders can begin reading the system before they blame the person.

45 min - 3 hrs | Keynote / Workshop

HIGH-DEMAND KEYNOTE **Firing Isn't a Strategy**

Why termination often becomes the organization's favorite shortcut when the real issue is unclear authority, weak supervision, inconsistent documentation, or a system producing the same failure.

45 min - 3 hrs | Keynote / Workshop

SECTOR KEYNOTE **Creating Risk-Ready Employment Systems for Your Sector**

A practical framework for employment systems that can hold up under pressure, scrutiny, growth, turnover, complaints, and leadership change.

45 min - Half-Day | Keynote / Workshop

ADDITIONAL SPEAKING TOPICS

Programs can be adapted for public agencies, nonprofits, small businesses, HR conferences, leadership teams, and supervisor training.

Policy Meets People

Compliance inside the actual workplace.

Why Your People Are Leaving

Turnover drivers beyond exit interviews.

Vanishing Expertise

Knowledge transfer before one-person risk shows.

The Public Sector HR Crisis

Municipal operating reality and staffing strain.

Who Preserves the Knowledge?

Nonprofit continuity and role design.

Supervision After the Promotion

Authority, tools, and preparation.

The Compliance Cliff

DOL, EEOC, TWC, and documentation risk.

HR Infrastructure That Doesn't Break

Durable systems for growing organizations.

Supervisors Who Manage vs. Lead

Judgment, documentation, and accountability.

BEST FIT FOR

Employer-side audiences, including municipalities, nonprofits, small businesses, HR conferences, leadership retreats, and supervisor development programs, that need practical HR judgment, stronger people decisions, and clearer systems for managing workplace problems before they escalate.

AVAILABLE FORMATS

Keynote | Workshop | Supervisor Training | Leadership Retreat | Sector-Specific Program

MEDIA & CONFERENCE BOOKING

Request time with Dr. Faulkner

Scan to schedule interviews, podcasts, panels, keynotes, workshops, or event planning calls. Calendar booking creates a scheduling request and review point, not a confirmed appearance.

Speaking page: faulknerhrsolutions.info/speaking



Scan to book
Google Calendar