

## Dr. Richard Pimentel

Sr. Partner Milt Wright & Associates, Inc.

Keynote and Training Topics

**Presentations are tailorable to meet the needs of each customer.**

Enjoy Richard's delivery style and humor in a 5-minute HR.com Leadership presentation.

### 1. Leadership

- *Leadership in Times of Constant Change and Crisis [Keynote and Workshop]*
- *Make Work Not Just a Place to Be, But THE Place to Be [Keynote and Workshop]*
- *The Music Within [Keynote]*
- *Making a Difference [Keynote]*
- *Veterans Day – The Government Can Bring Them Back, But We Can Bring Them Home [Keynote]*

### 2. Disability Inclusion

- *Windmills: Changing the Perception of Ability [Keynote]*
- *Windmills: Changing the Perception of Ability - Hiring and Retaining People with Disabilities [Workshop and Train the Trainer]*
- *The Importance of Disability Inclusion for Increasing Productivity and Performance [Keynote]*
- *Understanding the Value of Disability Advocacy [Workshop]*
- *My Superhero - Self-esteem and Self-advocacy for Students in Transition [Workshop and Train the Trainer]*

### 3. Disability Management

- *Innovative Return to Work Strategies [Keynote and Workshop]*
- *Integrated Benefits/Absence Management [Keynote and Workshop]*
- *Emotional Ergonomics [Keynote and Workshop]*
- *TAKING CONTROL - Disability Management in the Challenging World of Hiring, Retention and Litigious Environment of Today [Keynote and Workshop]*

### 4. Job Placement and Career Development for People with Disabilities

- *The Art of Disclosing Your Disability in an Interview [Keynote and Workshop]*
- *Developing the New Employee [Keynote and Workshop]*

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# 1. Leadership

## ***Leadership in Times of Constant Change and Crisis [Keynote and Workshop]***

This Leadership presentation is for executives, administrators, managers, supervisors and employees. The economy, laws, and pandemic have changed our lives. The question now is: What is the nature of constant change? How does it affect our organization? And most importantly, will this change take control of us or will we adapt to excel in a changing environment?

## ***Make Work Not Just A Place to Be, But THE Place to Be [Keynote and Workshop]***

With one of the most diverse labor pools in history, HR professionals and in-house counsel are rising to new challenges and taking a leading role in the success of their organizations with a diverse workforce. Join Richard Pimentel, a decorated Vietnam veteran and influential advocate for individuals with disabilities, as he shares lessons learned on leadership, motivation, and optimism in the face of adversity.

## ***The Music Within [Keynote]***

View the [Music Within movie trailer](#)

Richard Pimentel offers a powerful keynote presentation on how we all have the ability to make a difference by tapping into the qualities of leadership in each of us. By highlighting his life story, captured in the movie “Music Within”, he focuses on leadership not by what we know, but rather by who we are and what we do. With every interaction you have the opportunity to inspire belief, action and change. This presentation will

inspire you to tap into your music within to make a difference and to build a legacy for the future.

***Making A Difference - Ability to Make a Difference in Clients, Employees, Students, and Customers [Keynote]***

In this keynote address Richard Pimentel will inspire people to make difference in the lives of others. He will relate this concept to how the professionals can make a difference in the lives of their employees, students and customers.

***Veterans – The Government Can Bring Them Back, But We Can Bring Them Home [Keynote]***

Richard Pimentel is a disabled Vietnam Veteran who came home in 1968 to begin a life-long advocacy to help returning veterans find employment, success in civilian life, vocational rehabilitation and the protections of the Americans with Disabilities Act.

In his Veterans talk he will share the challenges, the successes and the work still to be done to ensure that those who defended our freedom have the opportunity to enjoy that freedom when they return.

“All Gave Some-Some Gave All” and we all benefit from their gift everyday

## 2. Disability Inclusion

### *Windmills: Changing the Perception of Ability - Overcoming Fear and Misperceptions [Keynote]*

This presentation empowers and equips participants to become more inclusive of people with disabilities. Richard Pimentel addresses the roots of emotions, fear and ignorance from which unconscious and unintended acts of bias result in misperceptions and substantial costs to your system. He challenges all to explore new alternatives for valuing and implementing disability inclusion as a core to the success of businesses and recognizing the strengths and contributions of employees.

### *Windmills: Changing the Perception of Ability - Hiring and Retaining People with Disabilities [Workshop and Train the Trainer]*

Windmills is a highly interactive training that empowers and equips employment professionals to help businesses through virtual and in-person training to become more inclusive of individuals with disabilities in the workplace.

- Explore the fears, biases and myths that create barriers for employees who become disabled through work or non-work related injuries and illnesses.
- Provide effective techniques for hiring and increasing the retention of employees with disabilities
- Create a catalyst for integrating these techniques and resources strategically into existing Diversity programs.

## ***The Importance of Disability Inclusion for Increasing Productivity and Performance [Keynote]***

Learn how your organization can benefit by effectively utilizing the skills and contributions of both new and existing employees who have disabilities.

Topics will include:

- Increasing confidence and abilities working with and inspiring employees with disabilities.
- Proven methods of inclusion with the perspectives, experiences, and knowledge of employees with disabilities that will benefit everyone in the organization.
- Successful management tools to train, accommodate and integrate employees with disabilities into your teams.
- Covid-19. (The new normal). The retention, supervision and reintegration of your valuable employees who were Covid Long Haulers, while achieving pre-Covid productivity.
- Developing accommodations that allow not only employees with disabilities to be more productive but your entire workforce as well.

## ***Understanding the Value of Disability Advocacy [Workshop]***

Learn advocacy methods for teaching students in transition techniques for understanding the impact of perceived beliefs and assumptions.

Expand your approach for building student self-advocacy skills for the transition journey post-secondary education and work experience to work.

***My Superhero - Self-esteem and Self-advocacy for Students in Transition [Workshop and Train the Trainer]***

This session focuses on self-esteem and self-advocacy for students in transition. It highlights an activity that elevates confidence and courage when confronted with persons who may have misperceived an individual's abilities.

The session will also guide the students to identify positive elements about themselves that having their disability has taught them.

### **3. Disability Management**

***Innovative Return to Work Strategies Steps for implementing an Effective Return to Work Program [Keynote and Workshop]***

Learn the steps for implementing an effective return to work program to substantially reduce costs. Learn the factors contributing to disability, the importance of transitional employment, educating the employee and management, working with the medical community and improving communication and quality of service.

***Integrated Benefits/Absence Management - A New Job Retention Strategy for the HR Professional [Keynote and Workshop]***

Companies are constantly looking for ways to retain employees while reducing cost. Human Resource professional are being asked to integrate workers' compensation, return to work, short and long-term disability, and health benefits. This presentation will focus on ways HR can control the

impact of these absences on productivity, job retention, medical costs and profitability.

***Emotional Ergonomics - Reduce Workplace Stress, Accomplish Performance and Structural Goals***  
***[Keynote and Workshop]***

Learn a new innovative approach to developing strategies that will reduce workplace stress while accomplishing the performance and structural goals necessary for success in a competitive market.

Today's Human Resource professional is the manager of his/her organization's most important asset - employees. Stress and mental illness are impacting record numbers of employees today. What affects employees, affects their employers. The impact of the pandemic, elder care, problems with children, work/life balance are just a few of the stressors that impact on attendance and productivity. Workplace stress is quickly becoming one of the most serious work-related health issues in America today. Attitudes towards persons with mental illnesses are filled with fear, misunderstanding and stereotypes.

This workshop is for every Human Resource professional who deals with absence, productivity, behavioral or turnover issues with employees who are going through stress or mental illness.

***TAKING CONTROL - Disability Management in the Challenging World of Hiring, Retention and Litigious Environment of Today***  
***[Keynote and Workshop]***

Employers now are facing the multiple challenges of hiring and recruiting during a significant labor shortage, retention of current employees, an aging workforce and the potential loss of employees due to injuries, illnesses, litigation and impairments.

Learn how disability management strategies are now meeting these challenges while reducing their costs.

## **4. Job Placement and Career Development for People with Disabilities**

### ***The Art of Disclosing Your Disability in an Interview [Keynote and Workshop]***

Participants will learn how to train individuals with disabilities when and how to bring up a disability and the need for a reasonable accommodation in the interview.

Participants will learn how the interviewing guidelines of the ADA impact on client's talking about his or her disability and need for an accommodation.

### ***Developing the New Employee - Making a Difference One Employee at a Time [Keynote and Workshop]***

Employers have met the challenge of hiring and training employees from the new labor pool who may not have the skills to do the job. But what about the new employee who does not know how to be a good employee? These hires can represent increased turnover, supervisor frustration and additional costs to employers.

Richard Pimentel teaches how Peer Mentoring can reduce turnover while helping to create (productive and successful) employees from a reduced and often challenging labor pool. He will detail not only *how* to but *who* to recruit as peer mentors. Learn how to train, supervise and motivate them.



This dynamic model opens the door for Human Resources to be able to hire and successfully train a wider range of candidates while at the same time enhancing the career development of not only the new employee but the chosen mentor as well.