

What's News

April 2007

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The Business Case For Diversity

We want to thank those of you who took the time to write in or call us about last month's article about Diversity.

Many of you thought the Diversity efforts in your companies have been waning.

Some of you felt that with the strengthening of "Affinity Groups" or "Support Groups" there is not as much conversation across diverse lines. Here is a reply that summarizes this and other concerns you reported to us:

Hi Susan, when you mentioned diversity below it made me think about Diversity and my company and what I've been noticing over the last few years. A little background, when I first started with my company 15 years ago I was invited to and attended several "Diversity" training within my company. I really enjoyed those training because it brought large groups of people together that were different and it really forced us to learn/talk together as a very diverse group. Now 15 years later we are still a very diverse company/people. But, here's what I see is happening:

1. We have very strong support systems for our individual "groups" – women mgrs, black employee, black mgrs, Hispanic employee, Asian employees, I think we need these individual groups but I think we're starting to slack in our "diversity" training as a whole again. It seems like the individual groups are growing, getting stronger but I as an employee am concerned that we don't do the kind of training we use to. Now, they do offer Diversity training "online" but I think we're really missing something, as we get bigger and bigger.

Let us know what you think. If you have any suggestions let us know.

The Lady Scarlet Knights or How The Women of Rutgers Won After They Lost

Who knew that, after one incredible season in which they were not doing so well early in the season they would come back to play in the USA NCAA Championship Basketball game, and then the young women of the Rutgers Basketball team would be facing both racist and sexist slurs by the #14 ranked radio show host in the USA.

Who knew that companies like P&G, Staples and Bigelow Tea would be so offended by what happened that they would pull their ad money from the #14 ranked radio personality's show.

Who knew that fathers of daughters in the US of every race and creed would be so offended at what was said about these hardworking young women that MSNBC would take away the radio show hosts TV simulcast and then fire him!

And Finally,

Who knew that I could be even prouder of my Alma Mater, Rutgers University including the University President, the coach and the team, for the classy way they responded to this firestorm.

Congratulations Rutgers Lady Scarlet Knights you have forced the conversation that no one wanted to have. As far as this Alumnus is concerned you won!

Congratulations are in Order.....

To Isabel Diaz on her promotion to Sr. Scientist, Procter & Gamble, R&D

NOTE:

Susan's Birthday Celebration is May 5th

If you want to send a message or an email to be read and/or displayed at the party please send them to us by April 30th. Emails will work.

NOTE:

We have a new mailing address: **9220 Kimmer Drive Suite 245 Lone Tree, Colorado 80124.**
We are in the same location; just the address of the building has changed.

SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES©

August 14-16, 2007 **Lone Tree, Colorado**

We all want smart employees. Scientists, IT people, Engineers, Managers. It is a war for talent that must be won. But do we really know what to do once we hire them? And do we manage in a way that actualizes their talents and retains gifted employees?

Often smart employees apparently seem to come with a whole host of annoying, disturbing and exasperating traits. These perceived negative qualities often come from not understanding the qualities and components that make up the package that comes with giftedness.

Though we know they are brilliant and required to compete in today's market they also can

seem:

- | | | | | |
|------------------|-------------------|----------------|-------------------|--------------|
| -Abusive | -Condescending | -Arrogant | -Taciturn | -Aloof |
| -Disorganized | -Self destructive | -Difficult | -Overly Emotional | -Stupid |
| -Self Absorbed | -Clingy | -Argumentative | -Contrary | -Inscrutable |
| -Low self esteem | | | | |

Most people do not understand "what comes with the package" of giftedness. Consequently motives and behaviors are misunderstood and responses of managers are often counterproductive. This workshop unravels the mysteries of understanding and managing gifted employees. The workshop will give you tools and diagnostics to better understand and make better choices about how keep your brightest people satisfied and productive while keeping your sanity.

Participants will learn:

- The high correlation between perfectionism and giftedness. How perfectionism negatively effects work product and makes acknowledging gifted employees so difficult.
- A diagnostic for how to quickly identify the two major learning styles of gifted employees and how to manage the differences and conflict and confusion generated by the differences.
- To understand the apparent emotional fragility of gifted employees why they are so easily, hurt, disappointed and frustrated.
- How to manage what seems their constant upset with "the organization" and it's ethics.
- How to assist employees with what seems to be unrealistic expectations of other employees, projects, management and even themselves.
- Why gifted employees seem to be so "high maintenance" and what to do about it.
- A tool for understanding how best to handle day-to-day communication with gifted employees to maximize results and minimize frustration.
- How most gifted employees don't think of themselves as gifted, which makes them come off as condescending, arrogant and impatient.
- How generational issues magnify many of the issues above.

The purpose of the course is to give individuals the skills and understanding to successfully manage and retain gifted employees.

Recommended Prerequisite: Productive Relationships©

Workshop cost: \$4,000

Workshop leaders: Susan and John Van Vleet

PUBLIC WORKSHOP SCHEDULE (4/11/07)

2007 Courses

WOMEN'S LEADERSHIP RETREAT	May 8-10	Edwards, CO	\$4,200
PRODUCTIVE RELATIONSHIPS	May 22-24	Lone Tree, CO	\$3,500
WOMEN MOVING FORWARD®	June 5-7	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	June 11-15*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	June 13-15**	Lone Tree, CO	\$3,500
SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES	August 14-16	Lone Tree, CO	\$4,000
WOMEN STRESS & BURNOUT	August 29-30	Lone Tree, CO	\$2,500
PRODUCTIVE RELATIONSHIPS	September 25-27	Lone Tree, CO	\$3,500
ADVANCED MEN'S COURSE	October 3-5	Vail, CO	\$4,500
WOMEN MOVING FORWARD®	October 10-12	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	Nov. 12-16*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	Nov. 14-16**	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS	Nov 27-29	Chicago, IL	\$3,500

***TO INCLUDE A REQUIRED 2-DAY PRODUCTIVE RELATIONSHIP WORKSHOP**

****FOR THOSE THAT HAVE MET THE PREREQUISITE ATTENDANCE OF PRODUCTIVE RELATIONSHIPS**

To register for any course, retreat, or conference, contact our office.

We accept MasterCard, Visa & American Express

**There is a \$500 discount when two or more people attend the same
\$3,500+ workshop from the same company and location.**

You must register together and attend together

All prices are subject to change. No refunds are given.