

What's News

July 2007

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June Newsletter Feedback

"John, we enjoyed your recent article about school tragedies and the Mental Health System. I agreed with every point you made! Hopefully people will respond to your alert!"

Jean Guthery M.D.

Recent Court Rulings Important for Companies

In the course of a few months there have been two very different rulings by the courts with regard to diversity. Companies need to be aware of the rulings and the fact that neither gives them permission to discriminate.

#1 – The EEOC issued new guidelines for employers regarding job bias against workers who are also caregivers. This includes working parents.

According to the article in the Wall Street Journal, pregnancy discrimination filings with the EEOC went up 23% in the past 10 years. Employers should walk a careful line when a woman or man announces their pregnancy. As well as when they may become a caregiver for elderly parents.

The change is the EEOC is saying managers biased comments and behaviors may be enough to warrant suits against employers of mothers or fathers who have job set backs from that same company. It also suggests the comments and behaviors of the managers are enough, no comparative evidence is needed. This is a big change for the EEOC and for companies.

We recommend you upgrade your diversity training for managers to include this change specific to comments regarding care taking and/or pregnancy.

#2 – In this case Ledbetter vs. Goodyear

The Supreme Court ruled, based on current law and regulations, that a wage discrimination lawsuit must be brought within 180 days of the alleged derogatory act or 180 days after the salary was set. Most companies we see have a strict policy to not discuss compensation including salary with other employees. The women and men I know in corporations don't know what their fellow workers get even after three years on the job. Even though this ruling will have the effect of slowing down the process of pay equity for now, we predict this result may be short lived.

First, several senators and representatives have already submitted a new bill to change the law/regulation that this ruling is based on. Ruth Bader Ginsberg in her dissention openly requested they do just that. The bill has bi-partisan support so far.

Second, the information regarding salaries is not so secret anymore. There are new websites popping up daily that allow employees to get the industry averages for their job title.

And lastly, we believe employees do and will find a way, even if it means sneaking around fellow workers desks and computers, to get the information they need. Companies can avoid all this, of course, by not discriminating against caretakers like Moms and Dads and also making sure there is equity pay across the board. We'd recommend this solution for companies. It's better then dealing with a lawsuit.

Let us know what you think about these changes. Send us an email at svvconsult@aol.com

Congratulations Are In Order.....

To Vikki Walker on her new job as V.P. of HR, Johnson & Johnson Corporate Headquarters.
She will be a member of the HR Leadership Team and will be on the Corporate GOC.

To Pam Viscione and Peter Matthews on their recent marriage in Geneva Switzerland. Pam is a Director for P&G. Peter is a Reverend who is getting his Ph.D. in Geneva.

To James (Jim) Clemmensen for his promotion to Director, Insurance Operations at MiniCo Inc. and for his being awarded his company's "Compass Award for 2006".

To Hilary Beard, a graduate of Women Moving Forward® on her latest article in the July 2007 Ebony magazine, "The Health Insurance Crisis". Hilary's website is www.hilarybeard.com/writing.Crisis". You can access information about her latest book; [Friends: A Love Story with Angela Bassett and Courtney B. Vance](#) which hit #22 on the NY Times Bestseller List.

To Wayne Cesario on his promotion to Vice President of Claims at Western Heritage Insurance Company.

To Jason Kunnert on his promotion to Director, Recovery/ SIU at Scottsdale Insurance

Company

NOTE:

We are encouraging you to join our email newsletter list. You will get the Newsletter ahead of the regular mailing list and you will also get added notifications of meetings, lunches and dinners with Susan and John. To complete the move to the email list just email your request to us at svvconsult@aol.com.

Women's Leadership Retreat

May 6-8, 2008

Registration in the 2008 Women's Leadership Retreat continues. Eight spaces are already gone and we limit the Retreat to 12. That means only 4 spaces remain. Call Susan to register.

Smart People: Managing and Retaining Gifted Employees

August 14-16, 2007 and March 11-13, 2008

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? This workshop teaches you the best way to integrate your gifted and talented employees. It will also show you how to get the most from their gifts. Please call to discuss and/or register for this course.

Leading Projects Through Relationship, Commitment and Purpose

November 12-16, 2007, April 14-18, Sept. 8-12, 2008

This workshop is designed to give participants the special human relations skill set needed to manage a project successfully. Most of our clients have the traditional skills to lead projects at their companies. Things bog down or get sabotaged in the interpersonal issues of a team. The skills you will learn will get you through all levels of a project dealing with all levels of the team. Class size is limited so if you want space let us know. The June workshop is full and there are only 10 spaces available in the November class.

Productive Relationships

September 25-27, 2007

**Chicago, IL November 27-29, 2007
and February 19-21, June 17-19, October 21-23, 2008**

Learn how to hear what people are saying and not saying as well as learning the stages to lead to a successful confrontation. These are the skills you will need to do your job productively in this day and age.

Women Moving Forward®

October 10-12, 2007

January 15-17, April 8-10, October 15-17, 2008

We have one more Women Moving Forward® workshop scheduled for 2007 and there are only 6 spaces left in this workshop. We have now scheduled three workshops in 2008. If you want to register or you want to refer someone let Susan know. You can call or E-mail us.

NOTE: If you would like to discuss bringing one of our workshops to your company give us a call at our office.

PUBLIC WORKSHOP SCHEDULE (6/13/07)

2007 Courses			
TRAINING FOR TRAINERS AND CHANGE AGENTS	August 6-9	Lone Tree, CO	\$4,500
SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES	August 14-16	Lone Tree, CO	\$4,000
MEN, RELATIONSHIPS & WORK	August 21-23	Lone Tree, CO	\$3,500
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
2008 Courses			
MANAGING CORPORATE CHANGE©	January 8-10	Lone Tree, CO	\$3,500
WOMEN MOVING FORWARD®	January 15-17	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	February 19-21	Lone Tree, CO	\$3,500
SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES	March 11-13	Lone Tree, CO	\$4,000
WOMEN MOVING FORWARD®	April 8-10	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	April 14-18*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	April 16-18**	Lone Tree, CO	\$3,500
WOMEN'S LEADERSHIP RETREAT -Make-Up Day	May 6-8 May 5	Edwards, CO	\$4,500
PRODUCTIVE RELATIONSHIPS©	June 17-19	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	September 8-12*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	September 10-12**	Lone Tree, CO	\$3,500
ADVANCED MEN'S COURSE	September 23-25	Vail, CO	\$4,500
WOMEN MOVING FORWARD®	October 15-17	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	October 21-23	Lone Tree, CO	\$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.