

What's News

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Thanksgiving and Holiday SALE SALE SALE

As a way to say **thank you** to all of our clients and friends we are discounting our public workshop registrations. We value you and hope you have a wonderful holiday season!

Register Someone for Full Price Get the Next Registration for Half Price

(The Advanced Men's Course and Women's Leadership Retreat are not included in this offer; this offer cannot be combined with any other discount)

The sale will run from Nov. 15 – Dec. 10. But *early registration* is encouraged due to limited space in our public workshops. All course fees must be received in our office no later than Dec. 10.

Remember spaces in our Public Workshops are available on a first come first serve basis. Space in our Public Workshops is limited so to reserve the spaces you want you will need to contact us ASAP to register.

Again **Thank You** all for your support and have a wonderful holiday season!

ADDICTION IS A CORPORATE PROBLEM

Years ago, as a social worker, I worked closely with several addiction programs in New Jersey. One such program was the General Motors program which sent folks who were addicted to a facility in N.J. and the **company itself** did aftercare and had it's own AA programs on site. It was a model corporate program. I don't know with all the cutbacks if the program is still operational but I do know it produced significant results.

First and foremost GM saw the implementation of this program, which, by the way, as something they needed to do to save millions of dollars in safety and accident issues alone.

With all of the new evidence surfacing in studies all over the world it appears that addiction is in fact a physical illness just like other chronic physical illnesses like Diabetes. You can inherit the genetic predisposition to the disease Just like you can with Diabetes and with your very first interaction with alcohol or drugs (including those prescribed by a doctor) the condition can become active. It is a worldwide issue and the ramifications for families are tragic.

If we as human beings really took this evidence to heart we would start treating addicted people differently and we'd do a whole lot more in the way of prevention! We continue as a world society to either punish addicts for their physical illness or we ignore the whole topic because it embarrasses us. These reactions fly in the face of the scientific evidence. If we can take addiction out of the alley we have put it in and treat it in the light as GM did we have a much better chance at success.

As I remember the GM program was a joint effort between the Corporation and the UAW and included every level of employee from CEO to line worker. It included the following stages:

1. Intervention

Other recovered addicts who were GM employees would intervene with the person they thought needed the help and would begin the second phase immediately:

2. Inclusion

Starting with on site or off site meetings and also emotional support. If the employee needed in-patient support that was the next step:

3. Referral to In Patient Treatment Centers

In "the old days" we did inpatient for addicts for as long as it took and our success rate was higher then it is today because we did that. Today it is accepted that 28-30 days is the correct amount of time for an addict to give up the addiction.

I want to make it clear that 28-30 days was not a decision made by the best clinicians in the field it is what managed care and insurance companies are willing to pay for. Given the physical nature of the disease it is actually contraindicated to only deal with it for 30 days. If we are to take the science into account 30 days is just enough time to get the body on the road to recovery, not recovered! 90 days used to be the recommended time period! A full 60 days more then is allowed by insurance companies today.

4. After Care

Whole groups of fellow employees at GM would continue the inclusion process and make sure the newly released employee could plug right in to a sober living situation. By the way, if an employee relapsed it was seen as a way to make the intervention even more intense not as an invitation to abandon the employee.

In a world where Employee Assistance Programs have been reduced to an 800 number, doing a real effective addiction program at your company is going to be a challenge but it is worth doing!

Let us know what you think about the issue of addiction and corporate programs that work or any suggestions or ideas you may have. E-mail them to us.

WOMEN MOVING FORWARD® January 15-17, April 8-10 & October 15-17, 2008

The January class is 50% full and the April and October 2008 workshops are filling. So if you plan to register or refer someone let us know.

WOMEN'S LEADERSHIP RETREAT© MAY 6-8, 2008

The Retreat is almost full. There is 1 space left. If you would like to attend please call Susan as soon as possible.

**LEADING PROJECTS THROUGH RELATIONSHIP COMMITMENT & PURPOSE©
NOV. 12-16, 2007 APRIL 14-18 & SEPT. 8-12, 2008**

If you are a project leader this course will assist you in making big leaps in team success without taking it's toll on you. To register contact John.

**PRODUCTIVE RELATIONSHIPS© NOV. 27-28 IN CHICAGO, ILL & DEC. 5-7
CINCINNATI, OHIO**

The Chicago and Cincinnati Workshops are very popular. So if you plan to attend in Chicago or Cincinnati or refer someone to those cities please let John know.

MEN, RELATIONSHIPS AND WORK FEB. 26-28, 2008

This is the companion course to Women Moving Forward® for men. John only does one per year in Colorado. Space is limited to 12 men. So if you want to attend or register someone contact John.

SMART PEOPLE MARCH 11-13, 2008

The first workshop was a great success and gave our participants insights and new ways to manage the smart people who work for them. The benefit for companies is their most intelligent and talented people will be better managed and therefore turnover of this talent pool will be lowered. There is still space available in the March course.

TRAINING FOR CHANGE AGENTS MARCH 4-7, 2008

In this course we train people from different companies whose job it is to be internal change agents. This can mean a change in enterprise wide software to a downsizing. Our program teaches drivers of change how to do it more effectively and without ruining their lives. There is space available but it is limited.

NOTE: If you are interested in bringing any of our workshops to your company we would be happy to speak with you about that.

Or if your company wants to purchase a group of 10+ spaces in our 2007/2008 public workshops and enjoy a larger discount contact us for more information. There is a corporate discount for companies that buy 10 or more spaces at a time.

PUBLIC WORKSHOP SCHEDULE (9/20/07)

2007 Courses			
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	November 12-16*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	November 14-16**	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	November 27-29	Chicago, IL	\$3,500
PRODUCTIVE RELATIONSHIPS©	December 5-7	Cincinnati, OH	\$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
MEN RELATIONSHIPS AND WORK	February 26-28	Lone Tree, CO	\$3500
TRAINING FOR CHANGE AGENTS	March 4-7	Lone Tree, CO	\$5000
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. Contact us for large group discounts.

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

