

What's News

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“PROGRESS” TO BE ASHAMED OF”

The tease on the Today Show last Thursday was something to do with “industry changes policy in regard to strip clubs.” Of course I’m thinking what industry *has* a policy in regard to strip clubs? Well much to my chagrin the big breakthrough is in the investment banking/brokerage houses of America. Yup, the new policy discourages employees from frequenting such establishments on the company expense account. It is 2006 isn’t it? By the way the IRS is still totally OK with it as a deduction. What kind of a crazy world are we living in?

What is the source of this great epiphany that has them giving up strip clubs as business meeting centers? Was it sexual harassment training in which some executive connected the dots and figured out the incredibly difficult to figure out correlation that female employees might be uncomfortable in an establishment that objectifies women for the sexual arousal of the male patrons? Nope, a lawsuit as usual led to this big breakthrough. A female employee of Merrill Lynch sued and won in a discrimination suit that she was being excluded or put into an untenable situation taking clients to that kind of place.

Look I know it’s a free country. People can do what ever isn’t illegal on their own time. But don’t engage in a practice of taking clients to strip clubs and while telling the public you *want* women in your company at the same time. I know you thought we would catch on if you put up a sign in HR that said, “NO chickies need apply.” But trust me having the company outings at the Nude, Almost Nude, Totally Nude bar out by the airport is only slightly less subtle. I guess now that you can’t keep women out of the country club and off the golf courses the options for employment coercion are dropping. Gee I hope *take your daughter to work day* doesn’t coincide with the trip to naked lady land.

By the way this is all in the name of “entertaining” clients. It brings me back to a conversation I once had with a group in regard to a huge problem that had occurred between employees after a day of drinking at the company “hospitality” suite at a trade show. At that time the booze started to flow at 10 AM! After some bantering back and forth about “historical accepted practices” regarding alcohol and company hospitality suites I finally couldn’t take it any more and blurted out “**how drunk do people have to be to buy your products?**”

The challenge I have to all of you is this; does your company engage in sexual bribery of clients? In what ways does your company sacrifice the dignity of its employees in the name of marketing or selling a product in any way? We **MUST** put a priority on having actual mature adults running our organizations, not immature adolescents who are emotionally arrested at 13. It's bad ethics, its morally bankrupt and its horrible business.

We want to know what you think. As always we welcome your comments, observations and experiences.

In response to last month's article on Remembering Betty Friedan Bea Allis wrote:

Thank you for dedicating the last newsletter to Betty. She was a true trailblazer. I forwarded the newsletter to friends who would appreciate it. We use to run into her and her significant other in the Hamptons. It is almost like a special era is ending.

Women Moving Forward

June 6-8, 2006

This is the last community based Women Moving Forward® to be held in 2006. It is already 1/2 full so if you have some one to refer or you want to attend please let us know.

For those of you who don't know, Women Moving Forward® is designed to help women move forward at what ever level or time of life they are in.

Leading Projects Through Relationship, Commitment and Purpose Racine, Wisconsin

May 15-17, 2006

This course helps you gain the skills needed to motivate team members when you don't have direct power and control over them and to reach goals on time.

The course only has 5 spaces left so if you are interested please let us know as soon as possible.

Managing Corporate Change

May 23-25, 2006

If you have ever had to manage through a change this course is for you. It teaches you the people skills needed for effective change management. Many companies like P&G, HP and SCJ have participated in this program.

If you are interested in attending in May give us a call.

Productive Relationships

September 12-14, 2006

Managers today are asked to handle a diverse range of communication challenges. This course trains you in techniques that will help you do your job successfully no matter what the communication challenge. You will leave the course with the skills to confront and handle confrontation, to listen and determine what someone is really saying. To register contact our office.

Women's Leadership Retreat

May 8-10, 2006

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We are opening registration for **May 2007**. If you are interested in attending contact Susan.

Advanced Men's Course

October 10-12, 2006

This year's course will continue the focus of last year's course. Men will learn to live on purpose, complete their past, build a support system and manage their career. To register call John at our office. It is already 50% full so act quickly.

Achieving Commitment

No Date Scheduled Yet

This is a great program designed to have participants define the goals they are committed to and achieve them. Whether it's a team / company goals or a personal one, this workshop shows you how to get it done. Contact our office to register.

Productive Relationships for Executives

No Date Scheduled Yet

John is planning a special Productive Relationships for CEO's, VP's and Directors. It will cover all the usual topics from Productive Relationships but with the added context of the communications skills needed to manage from that vantage point.

If you are interested in attending please contact John at our office.

NOTE: To bring any of our workshops to your company contact John or Susan. They will be happy to discuss this with you.

Don't forget if you don't see a workshop, you want to attend, scheduled let us know so we can schedule or design it for you.

Congratulations Are In Order

To Maria Andrade who is engaged to Adam Olearczyk. They got engaged in Panama and plan to marry there next March. All our best to this special couple. Maria is with SC Johnson.

To Leon Kiel on his promotion at Kellogg's Corporation. He will be moving from Denver to Cincinnati in early summer.

To Debbie Goldstein on her new job as Senior Managed Care Executive with Abbot Laboratories in Woodland Hills, Ca.

To Reyna CGM Hernandez, CPIM on completing her BS degree in Business/Management. Reyna is with SC Johnson.

To Ana Maria Bello on receiving the 2006 Regulatory Excellence Award from the PS&RA Symposium. Ana Maria is with Procter and Gamble R & D in Latin America.

PUBLIC WORKSHOP SCHEDULE

2006 Courses

WOMEN'S LEADERSHIP RETREAT	May 8-10	Edwards, CO	\$4,200
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	May 15-17	Racine, WI	\$3,000
MANAGING CORPORATE CHANGE	May 23-25	Lone Tree, CO	\$3,000
WOMEN MOVING FORWARD®	June 6-8	Lone Tree, CO	\$3,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	August 15-17	Lone Tree, CO	\$3,000
PRODUCTIVE RELATIONSHIPS	September 12-14	Lone Tree, CO	\$3,000
ADVANCED WOMEN MOVING FORWARD®	October 4-6	Lone Tree, CO	\$3,600
ADVANCED MEN'S COURSE	October 10-12	Vail, CO	\$4,200

2007 Courses

WOMEN MOVING FORWARD®	January 17-19	Lone Tree, CO	\$3,000
WOMEN'S LEADERSHIP RETREAT	May 8-10	Edwards, CO	\$4,200
WOMEN MOVING FORWARD®	June 5-7	Lone Tree, CO	\$3,000

***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
\$3,000+ workshop from the same company and location*

***You must register together and attend together*
*All prices are subject to change. No refunds are given.***