

What's News

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Happy Chinese New Year!
Year 4705
Year of the Boar

Smart People: Promise or Problem

I believe the first sentence out of Charlie's mouth was the opening gambit of an argument. Oh, how he loved to argue! The words "no" or "that's enough" had no effect. He would continue the argument whether you responded or not. Susan would call him a "Philadelphia Lawyer". His arguments were quite good for his age and continued to improve the older he got. Though he picks his battles far more judiciously these days, his love of arguing has decreased little.

I believe that it would have been easy to label Charles as "difficult", though we did not. When we had Charlie tested at age 5 and we subsequently started reading about gifted kids, we found out that the arguing behavior is quite common amongst gifted kids. It is kind of like having a Ferrari between your ears and arguing is the greatest track in the world. If you have an ability to think and reason and perceive the world in unique ways, of course you would want to experience it fully.

Finding out about arguing being "normal" for gifted kids as opposed to a plot to make their parents bonkers, was only the first of many traits of gifted kids that could easily be seen as problematic. When Charlie was engaged in a television program or drawing, it always seemed inordinately difficult to pull him away. It wasn't just that he did not want to obey his parents it was clearly *painful* for him to have to stop what he was doing.

Other little things like being very irritated at the tags in the back of his t-shirts or asking "what's that smell?" all the time, or seemingly wild emotions over reactions to situations or injustices just kept cropping up. All these "over excitabilities", as I later found out

they were called, are also signs of giftedness not malicious resistance to adult authority figures.

The boys kept being themselves and we kept reading and studying and getting wonderful counsel from the likes of Dr. Linda Silverman at the Gifted Development Center. Consequently, we know that there is a high correlation between being creatively gifted and learning disabilities. So when we sent Adam off to Columbia College in Chicago, the largest film school in the country, of course the learning lab was open 24/7 to help the dyslexic kids with their papers.

The bottom line is we learned and compensated and got the boys the support they needed and we needed, to have their gifts flourish and their lives be sane and satisfying.

Fast forward 20 years from the first argument with Charlie to our corporate clients. These clients know that to be successful and to be competitive you must have the very brightest engineers, scientists, IT people and Managers, etc. However, many of these smart employees did not have psychologist/social worker parents with access to the latest in research and coaching on raising gifted kids. And the managers of these people did not have hours of talking to Linda Silverman and reading on all the apparent quirkiness that is really just standard parts of the “gifted package”. For years we have tried to squeeze some of the essential gifted learnings into our courses, always knowing there was more to the story. Now we will debut **Smart People: Managing and Retaining Gifted Employees** a course designed to give an in depth understanding of why gifted adults do what they do and what to do about it, So often our brightest employees seem to exhibit annoying traits with their brilliance. They can baffle and confound the most well intended manager. The standard management practices of today often demotivate and alienate the greatest talents the organization has.

The question as to whether our brightest employees reach their full potential as contributors or only float along occasionally tantalizing us with their brilliance may lie directly in how much we understand what it means to be smart. **Smart people, promise or problem** is up to the individuals, managers and organizations to learn what healthy means for the smartest among us.

If you want to know more about gifted adults see the attached course description on **Smart People: Managing and Retaining Gifted Employees**.

If you think your child is gifted, get them tested privately, not by the school system, check out Dr. Silverman’s website, www.gifteddevelopment.com and call or write us if you need to.

Men, Relationships and Work

April 17-19, 2007

John leads this special workshop for men. He takes men through three days of self-awareness and answers some very important questions men have. Class size is limited. To register or for more information call or send an E-mail to John.

Leading Projects Through Relationship, Commitment and Purpose **June 11-15, 2007**

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. There are only 4 spaces available.

Productive Relationships

May 22-24 and September 25-27, 2007

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.

Women Stress and Burnout

August 29-30, 2007

Chicago, IL Hyatt Regency O'Hare

In this 2 day workshop for women helps them assess what level of stress they are at and then begin to dissipate their stress. They also learn what to do to manage it when they return home.

You do not have to be a Women Moving Forward® graduate to attend. There are 16 spaces available so if you want to register let us know. Companies who want to register more than one woman for this workshop will get a discount.

Women Moving Forward®

June 5-7, 2007 and October 10-12, 2007

We have two more Women Moving Forward® workshops scheduled for 2007 so there are only 20 spaces left in the year. If you want to register or you want to refer someone let Susan know. You can call or E-mail us.

NOTE: If you don't see a workshop scheduled you want to attend let us know. To bring any of these workshops to your company give us a call, we'd love to talk with you about it.

AN INVITATION

Susan's 60th Birthday Celebration

Saturday, May 5, 2007

Dinner & Dancing

6:30 p.m. – Midnight

The Lodge & Spa at Cordillera, a Rock Resort in Edwards, Colorado.

You can join in celebrating 60 extraordinary years of an extraordinary life.

There are Special Weekend room rates at the Cordillera for Susan's Birthday including a Brunch on Sunday morning.

To receive your invitation to this Special Event, e-mail us at svvconsult@aol.com by February 15th and include your mailing address or let us know if you want the invitation e-mailed to you.

If you cannot attend, watch for opportunities to honor Susan in other ways

Congratulations Are In Order.....

To Alex Hernandez who was promoted at P&G to Band III Section Head of HR,
Research & Development in Caracas, Venezuela.

PUBLIC WORKSHOP SCHEDULE (1/24/07)

2007 Courses

MANAGING CORPORATE CHANGE	March 20-22	Lone Tree, CO	\$3,500
MEN, RELATIONSHIPS & WORK	April 17-19	Lone Tree, CO	\$3,500
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
WOMEN STRESS & BURNOUT	August 29-30	Chicago, IL	\$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

***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.