

What's News

March 2007

Susan Van Vleet Consultants, Inc.®

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The Business Case For Diversity by Diversity, Inc.

We've been waiting for a book like this for many years. One that explains very clearly the reasons why a business should be as diverse as the community it represents.

This one does a wonderful job:

- #1 – First it defines diversity clearly to include everyone.
- #2 – It also says Retention of a Diverse workforce is a part of making sure you have a diverse workforce, and...
- #3 – Hiring and retention goals should be a part of how management, from the Board and CEO down, is evaluated and performance reviewed.
- #4 – Sales go up for companies that hire and retain a diverse workforce and they give the data to prove it. It also doesn't matter what the product is, sales of your products are more effective with a workforce that more closely represents your customer base.
- #5 – Things you do to retain a diverse workforce lowers all turnover and saves your company millions in new employee hiring and training costs. The cost goes up as the people who turn over are promoted. Therefore, the higher the person who leaves your company, the more it costs to replace them and train a new employee. For example, Director level people leaving usually cost \$50,000+ per person to replace while entry-level managers cost \$20,000 - \$25,000 per person to replace.

If you have a real commitment to diversity this book is a must – if you want to increase your sales this book is a must and if you want to increase retention and save your company millions – this book is a must.

To order your copy, Google 'Diversity, Inc.'

New Courses Scheduled for 2007

Smart People: Managing and Retaining Gifted Employees **August 14-16, 2007**

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

June 11-15, and November 12-16, 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 3 spaces available in the June class.

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 14 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.

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

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.

Advanced Men's Course

October 3-5, 2007

The Advanced Men's Course has produced powerful results for the participants in its first two years. Though the content will be new, the purpose remains the same to offer men a forum to address the most challenging issues facing men today. This workshop is held in Vail Colorado at the Hyatt Hotel.

Women's Leadership Retreat

FULL

May 8-10, 2007

Susan's 60th Birthday Party

If you have not received your invitation let us know so we can send one to you.

If you cannot attend, you can email or mail a card, tribute or taped presentation. They will be displayed at the party and DVD's and tapes will be played.

Congratulations are in Order.....

To Maria Andrade and Adam Christopher on their marriage March 31 in Panama. Maria is a Woman Moving Forward® graduate from SCJ.

To Liz Aranda and her family on the birth of their baby. Liz and the baby are doing fine. Liz is a P&G graduate of Women Moving Forward® from Mexico.

To Lee Kentner on his new position as V.P. of Quality Assurance at GPC-Biotech. Lee is based at the Princeton, NJ office.

To Pete and Elaine Banner on the birth of their 4th grandchild.

To Susan Wain on her promotion to Senior V.P. of Claims for Scottsdale Insurance Company.

To Mike Horseman on his promotion to CEO of Western Heritage Insurance.

To Hilary Beard on her new book, “Friends: A Love Story” which she co-authored with Angela Bassett & Courtney B. Vance. Her previous book was with Venus & Serena Williams.

To Heather Olivea on her promotion to Senior HR Manager, supporting R & D Fem Care at P&G.

To Robin Elston, V² Consulting Inc. Distributor who has made her 2006/2007 Financial Targets at least 8 months ahead of schedule!

To Charlie Van Vleet on his new job at a Production Assistant with MTV in Los Angeles.

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.

PUBLIC WORKSHOP SCHEDULE (3/21/07)

2007 Courses

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
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.