

HR & Training News

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**Developing People
Creating A Competitive
Advantage**

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Treasure Associates Announces New Website

Treasure Associates, a full service training organization, launches new website, www.harassmentprevention.com featuring training products and resources targeted to individuals and organizations to improve effectiveness.

The website features an online store with a full range of educational programs and support materials on many topics along with consulting services offered by Treasure Associates. In addition to offering the premiere harassment preventing seminar, Treasure Associates also provides train-the-trainer certification in this popular program which includes personalized coaching, leaders guide, power point presentation materials and master copy of participant materials on CD.

A full line of popular Disc training products and resources A full line of popular Disc training products and resources are also featured on the online store along with all educational products from Inscape Publishing. These educational resources also include: individual and group profiles, power point presentations, leader's guides, participant materials, videos and DVD's for increasing individual and group success.

Seminars and educational resources are offered on management development, time management, staffing for success, interpersonal effectiveness, customer service, sales and diversity.

Treasure Associates also offers a confidential coaching program for professionals and

managers. The benefits to the organization are that coaching helps to improve morale, to develop accountability, to improve communication, to maximize training, to enhance succession planning and to retain talent.

All educational products and services are dynamic educational experiences to improve employee performance and enhance individual development while maximizing training dollars. Treasure Associates also offers harassment investigations, group facilitations, keynotes, seminars as well as instructional design services. Visit: www.harassmentprevention.com to see the full range of offerings and enjoy the benefits of these dynamic resources.

Welcome to our First Quarterly Newsletter

The month of July brings new things to Treasure Associates. Not only have we kicked off the celebration of our new website; we have created a new way for our clients to be current on the

latest in human resource management, training and harassment prevention.

This quarterly newsletter has been developed to share information that will benefit you, in a quick and easy format.

Treasure Associates has communicated with you in the past on updates in human resources and training pertinent to you and your industry. If you would like to be removed from our mailing list, please call or fax us.



“Encouraging group discussion of these various viewpoints multiplies the power of your anecdote”

Employer May Be Liable for Harassment Despite Employees’ Failure to Report

Abstracted From HR News April 05

An employer may be liable for sexual harassment despite its implementation of a thorough sexual harassment policy if lower-level supervisors observe incidents of offensive behavior by a higher-level manager but do nothing to stop it, the 6th U.S. Circuit Court of Appeals has held.

Under the affirmative defense established by the U.S. Supreme Court in *Faragher v. City of Boca Raton*, an employer will not be held strictly liable for sexual harassment if the employer has exercised reasonable care to prevent and promptly correct

the sexual harassment and the employee failed to take advantage of any preventative or corrective opportunities.

In the case of *Clark v. United Postal Service* the plaintiffs claimed that on several occasions lower-level supervisors witnessed offensive behavior by a manager but failed to report it. According to the defense, the Plaintiffs did not take advantage of the policy which included ways for them to report the behavior.

The court held it will be up to a jury to decide whether supervisors should have reported the manager’s offensive conduct.

The 6th Circuit held that an effective

policy should at least:

- Require supervisors to report incidents of potential harassment
- Permit formal and informal complaints
- Provide training on the policy

Supervisors at every level must understand that they are accountable for immediately reporting incidents of potential sexual harassment. In this case, the supervisors’ failure to report prevented the employer from prevailing without a trial, potentially a very costly mistake.

Speakers Notes

Abstracted from Presentations June 2005 By: Vincent Kituku

Stories are a wonderful way to connect with a group and trigger new ideas.

But while a good story is always effective in a presentation, you need to remember that the story can be even more powerful if you find ways to encourage audience members to pick apart a parable and explore the parts of the story that are relevant to them.

You will be surprised to

know the same tale can mean different things to different people. Encouraging group discussion of these various viewpoints multiplies the power of your anecdote.

Helpful Hints:

1. Connect your main points and lead participants to your conclusion.
2. Be clear why you are telling the story.
3. Practice your story with friends/family before you

present

4. Use a story’s twists to build your message.
5. Make sure it’s a tale the audience can relate to.
6. Remember a bad story is worse than no story at all.

A good tale will leave quite an impression on your audience and they will come away with something useful they can apply to both their professional and personal lives.

Pocket Projectors Are Finally Here

Abstracted From Presentations May 2005

Mitsubishi announced the arrival of its tiny, battery operated Pocket Projector this Spring. These are designed for use in settings that currently do not accommodate front projection.

Imagine a quick, Power Point slide show given to three colleagues on the wall. Imagine loading a flash-memory card from your digital camera into a projector’s card slot for an

instant peek at photos. These are the sort of small-group, impromptu scenarios that manufacturers envision.

The first generation of pocket projectors will not compete with the light bright micro-portable projectors on the market. These 14-oz LED powered projectors, project only 30-50 inch screen size.

Pocket Projectors also have instant “on” feature. There is basically zero warm up time so you instantly see a picture when you press the ON button.

The setting in which these projectors could be used, and the people who might use them, represent a huge potential market. The cost is \$699.00.