

# Jathan Janove's Employer Training

Jathan Janove uses common sense, humor and more than 25 years of experience as an attorney to provide employer training that helps management prevent employment-based legal claims, improve leadership skills and create positive, productive relationships with employees.

His three principal training seminars and consulting programs are summarized below. They have been acclaimed by human resources and business organiza-

tions throughout the United States for going beyond traditional HR concepts and theory to provide new ways to approach employment issues. Attendees range from supervisors and directors of human resources to CEOs and top decision makers for local employers, national corporations and municipal governments.

Jathan also gives presentations at numerous conferences and conventions, including the Society for Human Resources Management (SHRM) Annual Conference.

## The 8 Deadly Sins of Mismanagement & The Corresponding 8 Virtues

Put into practice a set of communication tools to make your managers better workplace leaders while protecting you from claims, including:

- Using the D-I-S method of communication (Direct Immediate Specific);
- Coaching and mentoring employees while maintaining expectations, accountability and consistency;
- Learning and applying effective listening techniques; and
- Connecting employee performance to the organization's big picture.

## Harassment, The Three Big Surprises & Speed Limit 55

Sexual, racial and other types of harassment claims continue to flood the courts. Speed Limit 55 helps protect employers from these claims, while instilling a standard of dignity, professionalism and respect in the workplace. This program teaches employers and employees how to avoid three unpleasant surprises:

- surprise harassers;
- surprise plaintiffs;
- surprise victims.

It also provides tools to break negative behavior patterns and convert diversity into synergy.

## Star Employee Performance in 100 Words or Less:

A "Star Profile" captures what's most important in a supervisor-employee relationship. It goes to the heart of managers' or executives' performance expectations and creates a moving picture of what would excite them about their employees. Once crafted, the Star Profile becomes the glue in a successful relationship in order to:

- Create a sense of meaning and purpose at work;
- Convey a sense of opportunity to job candidates;
- Make smart hiring decisions;
- Get off to a high energy start with new employee orientation;
- Provide meaningful, effective feedback, including performance appraisals;
- Handle discipline with dignity and respect even when there's a parting of the ways; and
- Improve culture and inter-departmental alignment.

If you would like more information or to schedule a presentation, please contact:

**Jathan Janove at 503-226-8622 or**  
**jj@aterwynne.com**

## ATERWYNNE LLP

ATTORNEYS AT LAW

222 S.W. Columbia, Suite 1800 Portland, OR 97201 503-226-1191

[aterwynne.com](http://aterwynne.com)

PORTLAND SEATTLE MENLO PARK SALT LAKE CITY

*"HR decision-makers must attend his trainings and read his literature. He moves beyond traditional HR concepts and theory and proposes new ways to approach hiring and performance management using the Star Profile process."*

Darin Wilson, HR Manager, Business Unit Support  
Rio Tinto, Magna, Utah

# Jathan Janove: Lawyer and Humorist

**Jathan Janove** defends claims, and advises and assists employers with workplace issues in addition to providing training with a humorous twist. Jathan is a partner in the Employment and Litigation Groups of Ater Wynne LLP. He maintains his law practice in both the Pacific Northwest and the Intermountain West.

Jathan was named 2005 Employment Lawyer of the Year in Utah, where he established an employment boutique firm, Janove Baar and Associates, in Salt Lake City. He is listed in the Oregon chapters of

“Chambers USA America’s Leading Lawyers for Business,” and “Best Lawyers in America” and in Mountain States Super Lawyers. He was named 2006 Citizen Lawyer of the Year by the J. Reuben Clark Law Society, Salt Lake Chapter.

**email:** [jj@aterwynne.com](mailto:jj@aterwynne.com)

**phone:** 503-226-8622



## Other materials by Jathan Janove:

### Books

**The Star Profile: Star Employee Performance in 100 Words or Less**

(Davies-Black Publishers – expected publication 2008).

**Managing to Stay Out of Court:**

**How to Avoid the 8 Deadly Sins of Mismanagement**

(SHRM & Berrett-Koehler Publishers 2005), described by *The Library Journal* as “an extraordinarily useful book that will benefit managers and workers. Strongly recommended for all business collections.”

**HR Magazine Guide to Managing People**

(SHRM 2006) (co-author).

### Recent Articles

*“Hope for the Best; Document for the Worst,”*

Oregon Business Magazine, July 2007

*“Jerks at Work,”* HR Magazine, May 2007

*“Manage by Learning to Ski,”*

Portland Business Journal, September 2006

*“Turning Right in a Left-Brain World (Creating a Star Profile),”*

HR Magazine, August 2006

*“A ‘Sorry’ Strategy (Workplace Apologies),”*

HR Magazine, March 2006

*“Management by Leaning Forward,”*

Association Management Magazine, June 2005

*“FOB: Friend of Boss (Managing Personal Friends),”*

HR Magazine, June 2005

*“A 3,500-Year-Old Lesson in Delegating (the Pharaoh-Joseph Story),”*

HR Magazine, March 2005

*“Conclude and Communicate (Concluding an Internal Investigation),”*

HR Magazine, August 2004

*“Private Eye 101 (Conducting Investigative Interviews),”*

HR Magazine, July 2004

*“Management by Remote Control” (Managing Employees in Different Geographic Locations),*

HR Magazine, April 2004

*“Skating Through the Minefield (ADA & Job Performance),”*

HR Magazine, March 2003

*“Speak Softly and Carry a Big Stick (Teddy Roosevelt on Management),”*

HR Magazine, January 2003

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*“Jathan’s unique combination of humor and enthusiasm made a presentation of serious subject matter very enjoyable. Our management teams are looking forward to the next course.”*

Mike Bashaw, President & CEO  
Coast Hotels USA, Seattle, Washington

# Audiences are talking about Jathan Janove

Business and HR organizations around the country consistently give Jathan Janove high reviews for the quality of his information, its applicability to professional development, and his speaker skills.

He is a regular presenter at local and national meetings of the Society for Human Resource Management (SHRM) where his ratings have earned him a listing in the SHRM Speaker Directory and an invitation as a perennial speaker at SHRM conferences.

## Comments from 2007 SHRM Conference attendees:

### ■ PRESENTATION:

#### The 8 Deadly Workplace Legal Risks of the 21st Century

Number of attendees: 850

Rating: 3.8 out of 4

*"Combination attorney and humorist! Extremely well done, great application with daily [examples] in HR. Bring him back!"*

*"An exceptional speaker with a clear presentation and excellent examples."*

*"Good, relevant examples in the real world environment."*

*"This was the best seminar I attended. Funny, interesting, a lot of very useful information that I could apply."*

*"A perfect 10!"*

*"Everyone felt this was some of the best training they have received because it was completely applicable to the kinds of things we deal with on a daily basis. We would definitely recommend Jathan for training for your managers."*

Vivian Finnegan, Oregon City Director of Human Resources  
Oregon City, Oregon

## Remarks and ratings from other professional groups:

### ■ PRESENTATION:

#### The 8 Deadly Sins of Law Firm Mismanagement

Rated 6.7 out of 7

*"Mr. Janove was probably one of the best speakers we have had at a general meeting and that was certainly reflected in the overall evaluations."*

Association of Legal Administrators (ALA) Oregon Chapter

### ■ PRESENTATION:

#### A "Sorry" Strategy: Workplace apologies and Employment Litigation

Rated 4.5 out of 5

*"Great presentation and well-delivered."*

MLER-LEAP Advanced Employment Law Symposium 2006

### ■ PRESENTATION:

#### Managing to Stay Out of Court

Rated 4.8 out of 5

*"This is by far the best management class I have ever taken."*

Arizona Department of Transportation

### ■ PRESENTATION:

#### Managing to Stay Out of Court

Rated 3.7 out of 4

*"Wonderful delivery and understanding of the HR profession."*

Annual SHRM Conference 2005

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## More audience feedback

### Star Employee Performance in 100 Words or Less

#### Remarks from the audience:

*"This is one of the best seminars I have attended. You REALLY need to get your program out there to be used by a lot more people. The Star Profile is so simple and yet so wonderful, it needs to be out there in the workforce being used more."*

Nancy G. Horne, HR Manager  
Irving Materials, Inc., Nashville, Tennessee

*"Thanks to the Star Profile, our staff now has a clear vision of what to aim for. We are on one page and are zooming forward!"*

Andrew E. Edwards, President  
Dunn Building Company, Birmingham, Alabama

*"Our Star Profiles became invaluable soon after we began using them. Our employees routinely commented on how Star Profiles enlightened them on the expectations of the company and their supervisor. This tool can help anyone get their stars aligned with the most important goals in your organization."*

John P. Reardon, Technical Management Consultant  
(former Chief Information Officer, BurrellesLuce)  
New York, New York

### The 8 Deadly Sins of Mismanagement & the Corresponding 8 Virtues

*"No matter how long you have been in supervision / management, or the number of leadership courses you have received, there are basic principles that are cornerstone to successful leadership. The '8 Deadly Sins of Mismanagement' represents those core principles."*

John Nichols, Physical Plant Operations Administrator,  
Arizona Department of Transportation, Phoenix, Arizona

*"Jathan's work in this area has proven to be an invaluable tool for our member companies."*

Robert L. Sullivan, Senior Vice President of Government and  
Legal Affairs, National Ready Mixed Concrete Association  
(NRMCA), Silver Springs, Maryland

*"Leaders come away from the sessions with simple, time-proven skills which they can immediately implement. The best endorsement I can give is that I have used Jathan with three different companies over thirteen years."*

Max Neves, Vice-President, Human Resources  
1-800 CONTACTS, Inc., Draper, Utah

### Harassment, The Three Big Surprises & Speed Limit 55

*"Jathan Janove's Speed Limit 55 training is the one harassment presentation that has really left a lasting impression on our managers and employees. Many of our staff said this was the best harassment training they had attended."*

Debbie Bell, Human Resources Director  
City of West Jordan, West Jordan, Utah

*"A highly effective and entertaining approach to harassment training."*

Elaine Kelley PHR, Corporate Resources Director  
Reser's Fine Foods, Inc., Beaverton, Oregon

*"I have used this training program for years and have found it to be a highly effective tool in teaching employees how to personally deal with harassment and diversity in a simple, non-confrontational manner. With Jathan's visual approach to training, the information presented is easily committed to memory."*

Pam Hitt, Director of Human Resources  
Brent Brown Auto Group, Provo, Utah

*"Jathan delivers common sense and down-to-earth harassment training. Jathan's style of delivery is exceptional and engaging."*

Ava Tracy, Human Resources Director  
T-Mobile USA, Inc., Bellevue, Washington

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