

**38th Annual Educational Conference and Exposition
New Orleans, LA**

HR41 Eight Deadly Sins of Law Firm Mismanagement

Speaker: Jathan Janove

Date: Thursday, May 21, 2009

Time: 8:00 AM - 9:30 AM

Attendees: 117

Responses: 106

- 1. The presenter demonstrated mastery of the topic..... 6.67
- 2. The presentation was well organized..... 6.59
- 3. The content was interesting to me..... 6.40
- 4. My learning objectives for this course were addressed..... 6.22
- 5. I gained new insight relevant to my work..... 6.20
- 6. The difficulty level of this presentation was appropriate..... 6.21
- 7. The handouts appropriately supported the presentation..... 5.88
- 8. The visual aids appropriately supported the presentation..... 6.01
- 9. Presenter made good use of allotted time..... 6.52
- 10. The conference brochure described the course adequately..... 6.38

Total conference average was: 6.19 (Out of a possible 7) **Overall Rating: 6.31**

- 11. Presenter and topic were excellent..... 6.24

	<u>Yes</u>	<u>No</u>	<u>No Answer</u>
12. The length of the course was appropriate.....	97.1%	2.9%	1.9%
13. The facilities for this presentation were satisfactory.....	95.1%	4.9%	2.9%
14. Presentation was adequately detailed.....	96.2%	3.8%	1.9%
15. Presentation was relevant to my profession.....	100.0%	0.0%	1.9%
16. I would recommend this speaker(s) for future conferences	94.9%	5.1%	7.1%

17. Other:
 See attached.

18. What topics/issues/instructors would you recommend for future conferences?
 See attached.

PRESENTATION EVALUATION

Presenter: Jathan Janove, JD
Title: The Star Profile: A Management Tool to Unleash Employee Potential
Date: Thursday, June 18, 2009
7am – 9 am
Location: Bridgeport Brewing Co., Portland, OR
Sponsor: Ater Wynne LLP

Professional

Credits: Approved for 1.5 credit hours through HR Certification Institute (HRCI)
Approved for 1 credit hour through Continuing Legal Education of OSB (CLE)

Number of attendees: 55
Number of evaluations submitted: 30

On a 1-4 scale: 3.88 for overall speaker performance

On a 1-4 scale: 3.8 for acquisition of “knowledge that can readily be implemented within [attendee’s] workforce”

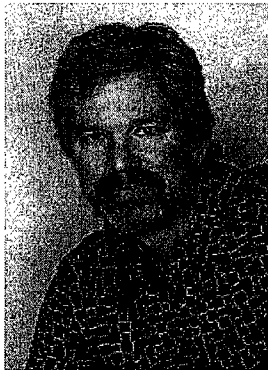
Jathan Janove, JD

The Star Profile: A Management Tool to Unleash Employee Potential

Thursday, June 18
7:00 a.m. to 9:00 a.m. (Breakfast from 7:00 a.m. to 7:30 a.m.)

Bridgeport Brewing Co.
1313 NW Marshall St.
Portland, OR 97209

To RSVP, contact Debbie LeDoux at dml@aterwynne.com



The Program

A Star Profile paints a concise word picture that captures the essence of what it takes to succeed in a particular job. Short, practical, and to-the-point, this creative communication tool cuts through the clutter to deliver—in as few as two sentences—language that will promote collaboration and sustain positive, productive employer-employee relationships.

The Speaker

A member of the National Speakers Association and SHRM's Recommended Speaker Directory, Jathan is the author of two books and co-author of a third. He writes frequently for *HR Magazine* and other publications. He has given numerous presentations and workshops for employers and conference attendees in over 30 states and Canada. Jathan is a partner in the Employment Group at Ater Wynne LLP. Visit: www.jathanjanove.com.

The Book



"*The Star Profile* is a guide to crafting communication tools that cut straight to the point, don't waste the reader's or listener's time, yet remain highly effective. Solid speaking involves a charisma that can be learned, and "The Star Profile" seeks to train speakers to have that star power they need to make themselves and their companies succeed."

The Midwest Book Review "5 Stars"

Create Star Employees

- *Generate* a sense of meaning and purpose at work
- *Take* the "coin toss" out of hiring, promotion, and succession decisions
- *Implement* user-friendly performance appraisals that actually work
- *Handle* discipline without anger, bitterness, or undue stress
- *Improve* culture and inter-departmental collaboration

"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."

Company CFO

"This is one of the best seminars I have attended. The Star Profile is so simple and yet so wonderful, it needs to be out there in the workforce and being used more."

HR Manager



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

This program has been approved for 1.5 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

ATERWYNNE LLP
ATTORNEYS AT LAW

Annual Conference Evaluation

Monday, June 23, 2008

7:00 a.m. - 8:15 a.m.

Jerks at Work

Presenter: Jathan Janove

Number of attendees: 405
 Number of evaluations tabulated:: 265

Item Rated	This session: Your Average	All sessions: Overall Average
Note: a rating of 3.5 or better is acceptable.		
Quality of Information Presented	3.4405	3.5244
Jathan Janove	3.5000	3.5938
Content presented matched the session description in the conference program	3.5740	3.5293
<i>Rating Scale: 4 = Excellent; 3 = Good; 2 = Fair; 1 = Poor. A 4.0000 rating is the highest rating.</i>		
Item Rated	This session:	All sessions:
Applicability to my professional development	3.4934	3.4626
Did you think the speaker was selling his or her services or products from the platform?	Yes:	7%
	No:	93%

Annual Conference Evaluation

Wednesday, June 27, 2007

11:30 a.m. - 12:45 p.m.

The Eight Deadly Workplace Legal Risks of the 21st Century

Presenter: Jathan Janove

Number of attendees: 300
 Number of evaluations tabulated:: 247

Item Rated	This session: Your Average	All sessions: Overall Average
Note: a rating of 3.5 or better is acceptable.		
Quality of Information Presented	3.7764	3.5500
Jathan Janove	3.8248	3.6175
Content presented matched the session description in the conference program	3.7948	3.5557
<i>Rating Scale: 4 = Excellent; 3 = Good; 2 = Fair; 1 = Poor. A 4.0000 rating is the highest rating.</i>		
Item Rated	This session:	All sessions:
Applicability to my professional development	3.7542	3.4890
Did you think the speaker was selling his or her services or products from the platform?	Yes: 2%	7%
	No: 98%	93%