

Managing a Difficult **SEPARATION** or **TERMINATION**

Facing the daunting task of separation or termination of someone that possesses one of the following can be not only a **challenge** but also one where **planning** and **research is a priority**. Consideration should be given to many of the following situations:

- * The person has a very binding contract or employment agreement
- * The person performs to the highest standards and also has several nasty ways or perhaps is volatile or unpredictable
- * Has threatened to do harm to themselves or others if terminated
- * Is disruptive or has displayed behavior that causes worry with his or her peers
- * You just know a termination is not going to go well and have concerns
- * The person is someone who you fear may file a lawsuit to challenge his or her termination.

In session one, **Thomas Lekan** CPP will discuss preparation for the termination event from an intervention and security standpoint. Tom will guide you through understanding the employee, steps to take to prepare the setting and the staff who will conduct the termination meeting, and what to do in the event the termination meeting goes poorly or intervention is required. Tom is a veteran in the field of security and intervention and diffusion of difficult people and behavior. He has provided advice and counsel in hundreds of situations and has been a partner in the event many times.

In session two, **James M. Stone**, Esq. will provide you with information you need to understand and plan for the legal aspects of employee termination. Jim is the Resident Manager and Partner at the Cleveland office of Jackson Lewis LLP. Jackson Lewis, with 28 offices and over 400 lawyers, is one of the largest law firms in the country focusing solely on management side employment and labor law, including litigation, labor relations, and employee benefits. Jim has over 20 years of experience representing companies of all sizes in all phases of employment law, including issues relating to the termination of high level or difficult employees and defending litigation that arises from such terminations.

In session three, **Dennis F. Lekan**, Ed.D. will provide guidance on the critical role of the outplacement professional in the termination process and insight into research-based factors that lead to a successful career transition for the terminated employee. Dennis is the Founder and President of Corporate Leadership Associates, LLC, a strategic HR consulting firm focused on providing customized talent management solutions to high performance organizations. Dennis has extensive experience in the field of leadership development and change management, and his corporate and consulting background includes over 25 years of executive level line and staff experience. He has provided career transition counseling, executive coaching, leadership development, and organization development consulting to over 300 organizations and one thousand individuals.



Effectively managing a difficult employee termination

requires careful planning and near flawless execution. Too often, however, organizations give much less thought to separating employees than they do to selecting them. Yet, the risks of inadequately planning for a termination are formidable. Consequences can range from **damaged morale** among employees left behind to litigation and, in extreme cases, **workplace violence**.

Learn from a highly experienced team of professionals from the fields of law, corporate security, and human resources how to **prepare for an efficient, safe, and legal employee termination**.

Tuesday, May 15, 2007 8:00 AM

AmeriSuites

6025 Jefferson Drive, Independence, Ohio



THOMAS LEKAN, CPP

Tom Lekan is a tenured professional in the field of investigation and resolving of workplace issues. He has been a presenter and instructor for many years in the corporate environment and a partner to human recourse professionals for over twenty-five years. Tom is now a consultant to industry in matters of security and investigation, an expert witness in liability issues resulting from workplace safety and security and a skilled investigator. Tom has been a featured speaker at SHRM meetings in Cleveland and at regional SHRM events. Tom has conducted employee investigations of harassment and conduct issues for over twenty years; he was always the choice of senior managers to conduct the highly sensitive investigations and investigations where reputation issues were paramount. Tom is a Certified Protection Professional CPP. He graduated from John Carroll University. He is a highly recognized speaker locally and nationally and has been featured in local and national media including radio, television and print. He is an instructor at Cuyahoga Community College and on the faculty of the Bank Administration Institute Graduate School of Banking.

JAMES M. STONE, ESQ.

James M. Stone is Resident Manager for Cleveland and a Partner in the national labor and employment law firm, Jackson Lewis. Prior to joining Jackson Lewis, Stone was Chairman of the Labor and Employment Law Group at McDonald Hopkins, a regional law firm with over 120 lawyers. Mr. Stone's over 20 years of extensive experience with labor and employment law practice issues covers a wide range of matters. He has defended companies' wage and hour actions, as well as counseling large, middle market, and smaller clients in a wide variety of employment and labor law matters. Mr. Stone is particularly knowledgeable about the manufacturing, transportation, automotive, steel and health care industries, and often consults with clients regarding the legal aspects of employment terminations and downsizing. Mr. Stone believes that clients should take a pragmatic approach to their employment relations, combining the best practices from human resource, labor relations, and legal strategies.

DENNIS F. LEKAN, ED.D.

Dr. Dennis F. Lekan is the Founder and President of Corporate Leadership Associates, LLC, a strategic HR consulting firm focused on providing customized talent management solutions to high performance organizations. Dr. Lekan is an Adjunct Graduate Business faculty member at Cleveland State University where he teaches strategic management, organizational development, and leadership courses. He earned his Doctorate and Master of Arts degrees from Columbia University, New York and holds a Master of Business Administration from Cleveland State University and a Bachelor of Science in Business from John Carroll University. Dr. Lekan holds life accreditation as a Senior Professional in Human Resources and is a Career Management Fellow. He is the founder and first President of The Northeast Ohio Human Resource Planning Society and has served on a number of advisory boards in the not-for-profit sector.

This powerful and important seminar will provide you with the legal, intervention, and HR tools you'll need to address successfully the next difficult termination your organization will face while avoiding the pitfalls and potentially high costs of inadequate preparation.

Registration begins at 8:00 AM with light refreshments and networking. The program will begin at 8:30 AM and conclude at 11:30 AM.

REGISTRATION

The cost of the seminar is \$95.

Please email your interest to **Tom Lekan** at tomkat@atlantissecurity.com to obtain a registration form.

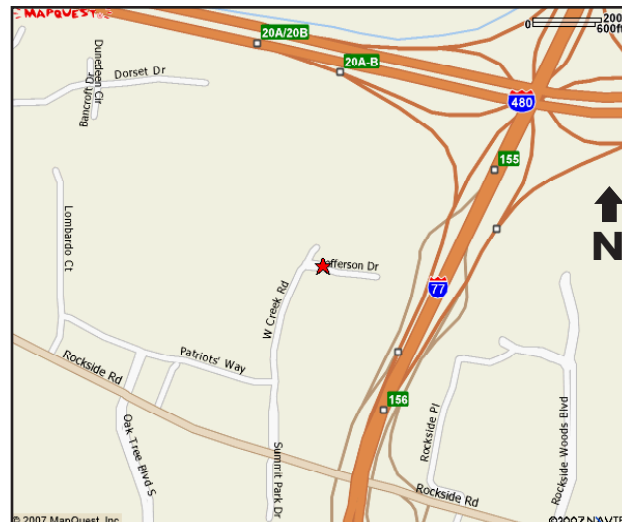
You may pay by check or credit card.

This executive level seminar is limited to a select group of thirty-five of our clients and invited others, so please register early if you plan to attend.

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