

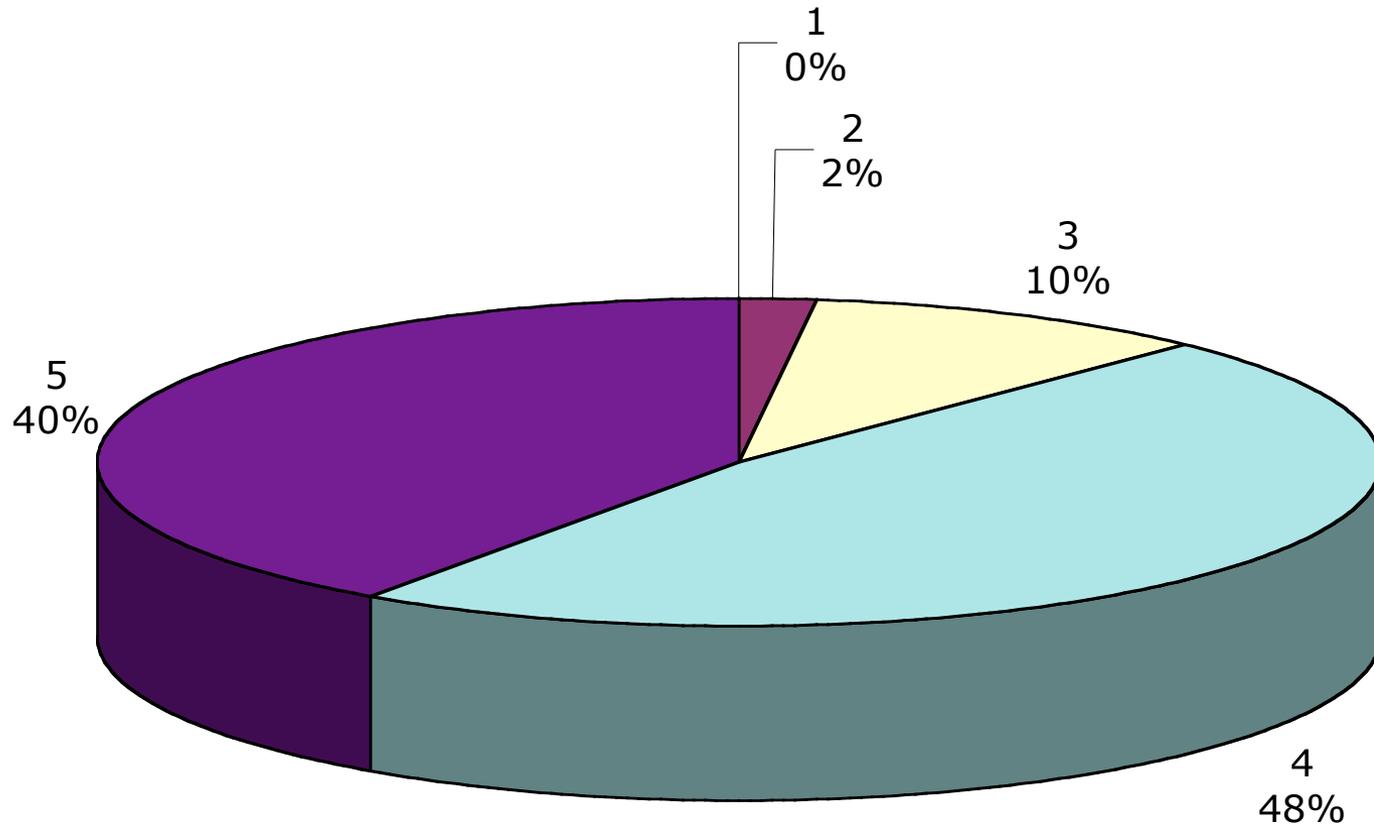


# Overall Training Results from a Courageous Conversation™ on Sexual Harassment Prevention

# The Mulvaney Group, Inc.

- The Mulvaney Group helps employees, managers and leaders engage in Courageous Conversations™. We help them dialogue with those they don't normally speak to about things they don't normally speak about. As well as, to those they speak to all the time about topics they would rather avoid.
- Clients include:
  - Fallon Worldwide
  - TheStreet.com
  - WeightWatchers.com
  - Best Buy Company, Inc.
  - Blue Cross Blue Shield of Minnesota
  - Brookdale University Hospital and Medical Center
  - Citigroup Corporate and Investment Bank; Private Bank; Commercial Business Group
  - Consumers Union, publisher of Consumer Reports
  - Medtronic, Inc.
  - MN Department of Corrections
  - New York Public Library
  - Prudential Financial

# Evaluations - 98% Good to Excellent; 4.3 out of 5



Evaluation Scale				
Poor	Good	Excellent		
1	2	3	4	5

## Best thing about this session...

- Informative and instructive
- Great presentation and ability to keep it light-hearted when talking about serious stuff
- Simple, real-world examples. Calm, pragmatic tone
- Researched data, dynamic presentation, very knowledgeable presenter
- Sense of humor and open forum
- Openness to move off presentation materials to discuss other scenarios
- Informative. Knowing what to do when a situation occurs
- Gained insightful info on gray areas
- Knowing our procedures for reporting harassment
- Makes people more aware, actual case studies

## Best thing about this session...

- Very informational and covers all possible issues related to sexual harassment in the workplace; the speaker
- Very informative, good examples and information
- Informative, yet keeping it humorous when discussing a serious topic
- Very straight forward discussion of the issues, and humor
- Gained awareness of what constitutes harassment
- Better prepared to handle a situation if it were to come up
- It was informative and clearly established what harassment is
- Presenter was very interactive and made subject interesting
- More examples on what different harassments are
- Good overall description of all things possibly considered harassment; gave me good understanding of how to handle harassment complaint
- Understanding the obligations and boundaries around the company's Harassment Policy

## Best thing about this session...

- Ability and time to ask questions, such that issues relevant to this company are covered
- That I don't feel like we are put into a legal box
- Clearer understanding of the different types of harassment
- Understanding in more detail what "harassment" is and how to deal with it
- Very informative, good speaker, honest and open
- Clarification of managers' role
- Interactivity between presenter and group. Discussion of hypothetical situations that lead to harassment issues
- Thoughtful
- Anecdotal info. about other companies
- Overall explanation of harassment and policies around sexual harassment

## What I would change about the session...

- Food or goodies
- I would like more clear understanding of the legally required steps of escalation
- More information on work-based content
- More specifics to our business – client, publishers, etc.
- Nothing
- Make it a sub-component of a larger discrimination presentation
- At the beginning/middle of session, allow people to anonymously write and turn in questions to be answered in front of group
- Shorten it. There is a lot of repetition
- Involve all staff, not just managers
- How to identify harassment from the receiving end; all types of harassment, e.g, ageism; give more defined, real-life examples

## What I would change about the session...

- Everyone should attend – not just managers
- Nothing
- Be more specific on issues of discrimination vs harassment
- Maybe a few more real-life cases to give employees an understanding of all different types of sexual harassment
- Limit to one hour
- Might want to consider making the seminar a little shorter. Started to lose the audience at the end
- Have more discussion on what different types of harassment are
- Shorten it to 90-minutes
- More situation assessment/case studies with teams
- Go through more real-life examples, they were interesting
- More guidance on how to structure conversations on specific instances

## What I would change about the session...

- Gotta add the staged videos. I was looking forward to it.
- More graphs and pictures. Fewer words in the slides
- More clarity, if possible
- More anecdotes, less slides
- The length – 2 hours is hard to take out of the day
- Slides very wordy – small type
- Allow more time for questions and examples
- I would shorten the time frame. I would outline specific scenarios and how they should be handled
- Get more anecdotal stories (without names) in this company and see how fellow co-workers would address them
- Provide more real-life examples of instances where sexual harassment occurred

## What I would change because of the session...

- Be more aware – I feel like I'm better prepared to deal with a situation
- Making sure my own behavior is validated by the other parties attitude, being more aware and open
- Always opt to inform HR versus trying to deal with it myself
- Nothing apparent to my coworkers, but I now know what to do should anyone come to me with harassment issues. Very helpful
- More awareness to the behavior in the office
- Conscious of cursing in the office
- I will encourage anyone who is uncomfortable about a situation to talk to HR
- Will think a lot more before speaking, etc., Will counsel others to do the same
- Watch what is being said and how it is said around those known to be more sensitive

## What I would change because of the session...

- Watch my mouth
- Nothing – although good reminders
- I will make sure to let all employees who report to me know that they can always feel comfortable coming to me with any complaints of harassment and that I will take it seriously
- Be more careful to notice other employees reactions to things in the workplace
- Not being afraid of what I will say if one of my employees or I ever go through this
- Take others feelings/responses to my and other behavior more into consideration
- Be more sensitive to how things can be construed as harassment and to take them seriously
- Being more cognizant of how my own behaviors might affect people, i.e., looking at a person's computer with them

## What I would change because of the session...

- Watch speech more carefully than already do
- Stop petting the heads of my team member without asking
- Be thoughtful of my behavior
- I think I will be more aware of watching others' body language, etc.
- I will be more aware of emails that are sent to the entire company
- My understanding of how attitude and emotions have an effect on workplace harassment
- More discussions with my employees
- Making sure that my team knows they can always be taken seriously if they are made to feel uncomfortable
- I won't be as loose-lipped at company-sponsored bar events
- My less than appropriate language
- My outlook towards other team members' interpretations of harassment

## Additional Comments

- Thanks
- Thanks for the info. regarding why people leave jobs
- Very nice to know how on top our Company stays in regards to these matters
- Very informative
- None
- Liked the facilitator
- I took sexual harassment training at another company. I felt real-life examples made everything very clear.
- Thank you
- Learned a lot. Thanks
- Friendly, informative instructor

## Additional Comments

- Good stuff, all the stories of other people's bad situations kept it interesting
- Thanks!
- Presenter was good
- Thank you!
- I'm surprised that for us being a large company we chose a vendor that is an individual with not legal background



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