

The Mulvaney Group, Inc.

The Mulvaney Group helps individuals and organizations have Courageous Conversations™. This means people have dialogue with those they don't normally speak to about things they don't normally speak about. As well as, with those they speak to all the time about topics they would rather avoid.

TMG's 15 years of experience has shown to reduce employee attrition (by 50% for one client) and to increase revenues (25% for another).

Some clients include:

- American Express Financial Advisors
- Best Buy Company
- Blue Cross Blue Shield of Minnesota
- Brookdale University Hospital and Medical Center
- Business Loan Express
- Carat USA
- Citigroup Global Corporate and Investment Bank
- Citigroup Private Bank
- Consumers Union, publisher of Consumer Reports
- Credit Suisse First Boston
- Deluxe Corporation
- Fairview Health Services
- Fallon McElligott
- Federal Reserve Bank of Minneapolis
- International Truck and Engine Corporation
- Medtronic, Inc.
- Methodist Hospital
- Prudential Financial Services
- RBC Dain Rauscher
- United Auto Workers – GM
- United States Tennis Association

“Be proactive”

Courageous Conversations to engage in dialogue with people we don't normally speak to on topics we don't normally speak about. Or with those we speak to all the time about topics they would rather avoid.

August 2006 Podcast with Nancy Schess, attorney and partner with Klein, Zelman, Rothermel & Dichter - www.kzrd.com

Topic: On June 22, 2006, in the case of Burlington Northern & Santa Fe Railways vs White, the US Supreme Court dramatically increased the scope and definition of “retaliation” in the context of sexual harassment.

In this two-part series, Nancy Schess tells us about what this ruling means and what employers may need to do about it. Below are the actions she suggests from Part Two:

- ***Enhance your policy language***
 - Review your written policies and procedures and ensure that the wording on “retaliation” is comprehensive and reflects the broader definition as defined by the Supreme Court.
- ***Boost your training***
 - On two integrated aspects - Compliance and Preventative
 - *Compliance* - ensure that you have an existing, ongoing Sexual Harassment Prevention training for all employees, and especially managers, that let's them know their new role in ensuring retaliation does not occur.
 - *Preventative* - ensure that your managers learn and practice the communication skills they need to engage in dialogue with their employees on all the appropriate issues, e.g., job expectations, performance, company policies and procedures.
- ***Increase your monitoring***
 - Human Resources will need to become more proactive in managing the outcomes and behaviors of all the involved parties of a harassment complaint. HR must build its skills and comfort in inserting themselves in the relationships - even after the complaint has been settled and corrective actions taken.