



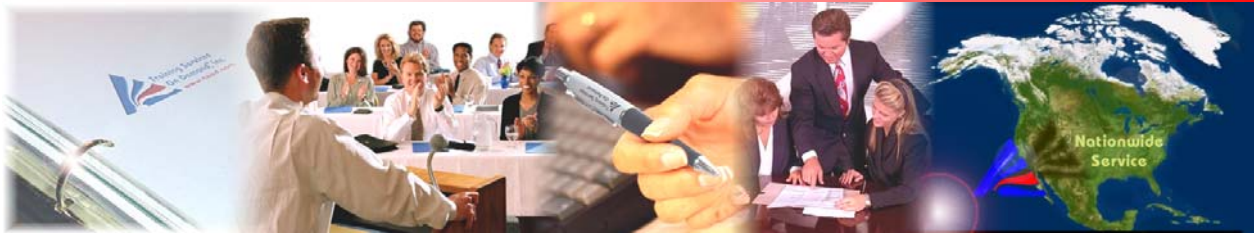
Onsite Programs for Your Inclusive Workplace

Interactive workshops to boost professionalism
and address legal considerations

***The Country's
Most Respected
Human Relations Training***

from





Inclusive Workplace Training, At Your Convenience

Powerful Messages, Full Legal Disclosure, in a Time-Efficient Format...

If you've had human relations training in the past, you already know that reciting the "big list of rules" just isn't helpful.

TSOD's workshops engage your employees in meaningful discussions: Thought-provoking scenarios that work-through the gray areas where issues most often arise.

Yes, we'll provide the required legal disclosure. But history teaches us that it's just not enough. We help employees make good decisions... Decisions that aren't always well-described by the "big list of rules."

Tailored specifically for your organization, you can count on TSOD's inclusive workplace training programs to help your staff avoid misunderstandings, hostility, and legal entanglements.

These programs pay for themselves immediately. You'll benefit from training that puts professional relationships in a much clearer light.

Programs at Your Location, to Benefit Your Team, Exclusively

Your team is unique, your needs are unique, and your training should be unique. TSOD's onsite workshops offer the most effective and time-efficient benefit to your organization.

We never conduct public, hotel-based seminars because "singling out" employees for human relations training can create a whole new set of problems.

By conducting team-specific training, you'll benefit from shared insights, new solutions, and a refreshed perspective. And you'll pay far less than the cost of shipping employees to hotel seminars one-by-one.

Easily Complete Up To Three Workshops Per Day . . .

- Yes, we can cover shift workers, multiple team meetings, and large groups.
- Yes, we can cover multiple locations, without adding travel fees. (We never charge for travel.)
- Yes, we'll provide workshop handouts, and take care of the A/V equipment.

We'll ask only for training space, your participation in the workshop planning process, and (of course) participants.

You'll benefit from easy scheduling and rollout, highly effective training, and lasting value for your organization. Our job is to make you a hero.





Sexual Harassment Prevention Workshop

Key Benefits:

- **Create a Healthy, Non-hostile Work Environment**
- **Avoid Costly Legal Issues**
- **Boost Team Understanding and Consideration**
- **Promote Professionalism**

Length:	135 Min. (w/one break)
Participants:	10 min. (no max.)
Service Area:	Nationwide
Student Materials:	SHP Handouts
Complements:	Discover Diversity
Full Course Details:	www.tsod.com/hr

Description

The program stresses the implications of Sexual Harassment. Participants will learn the potentially devastating consequences of offensive behavior, both to the company and to the offender.

At the same time, the workshop is upbeat and positive in nature, ensuring that participants don't leave the program under a dark cloud. By working interactively and energetically with your group, we ensure that your Sexual Harassment Prevention training is as non-threatening and enjoyable as possible.

The curriculum is uncommonly meaningful: We provide more than an "off-limits" laundry list. Participants learn how others may interpret words, gestures, paraphernalia, and personal contact. This gives attendees the ability to think-through the gray areas (where problems most frequently arise) and make correct choices.

Above all, the workshop focuses on respect. Using mutual consideration and professionalism as standards, this workshop helps employees adopt a high standard for workplace decorum: One that helps your organization avoid the consequences of offensive behavior.

Scheduling

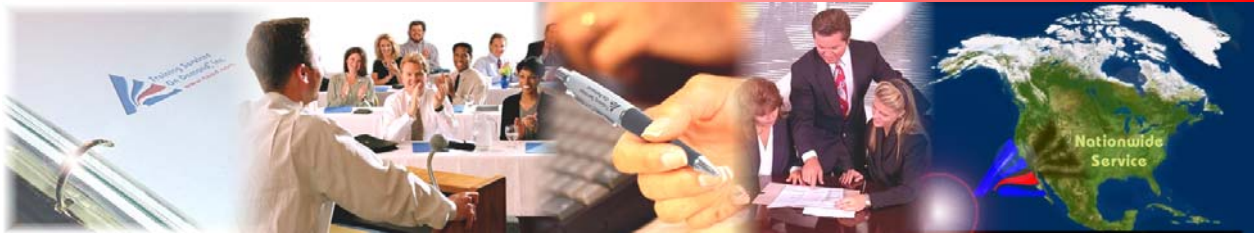
This workshop is conducted nationwide, at your location, at your convenience. We recommend scheduling your workshop at least a few weeks in advance for the best date availability. This course is often combined with our Diversity Workshop to form a comprehensive, half-day inclusive workplace development experience.

Summary

This effective and comprehensive learning experience—combined with your sexual harassment policy—may provide valuable protection to your organization under the "reasonable care" standard.

Course Details Online: www.tsod.com/hr

[Scheduling Details](#)



Discover Diversity Workshop

Key Benefits:

- **Build Mutual Understanding and Respect**
- **Shed Stereotypes and Hostile Attitudes**
- **Accept Inclusiveness as a Personal Mission**
- **Discover Diversity**

Length: 135 Min. (w/one break)
Participants: 10 min. (no max.)
Service Area: Nationwide
Student Materials: Discover Diversity
Complements: Sexual Harassment Prev.
Full Course Details: www.tsod.com/hr

Description

TSOD's Diversity Awareness Workshop proves that diversity training can be both practical and interesting. Participants graduate from this short—but powerful—workshop with an uncommonly personal perspective on respectful workplace relationships.

The program combines facilitator-led discussions, video presentations, and small-group discussions to create a compelling and memorable diversity learning experience. Participants learn how the workplace is evolving and becoming more diverse. And they discover the value of diversity and multicultural teamwork in their own organization.

The interactive nature of this course ensures that each participant gets involved in defining diversity issues, examining the implications of those issues, and suggesting realistic solutions. By reinforcing participant observations with case studies and a short (twenty minute) video presentation, the workshop delivers an uncommonly meaningful message.

Participants graduate from the program with a heightened awareness of diversity issues. More importantly, participants usually adopt a personal commitment to a respectful and inclusive team culture.

Scheduling

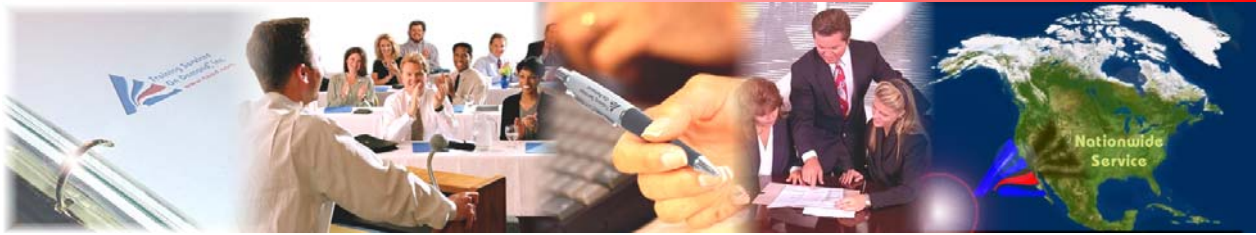
This workshop is conducted nationwide, at your location, at your convenience. We recommend scheduling your workshop at least a few weeks in advance for the best date availability. This course is often combined with Sexual Harassment Prevention to form a comprehensive, half-day inclusive workplace development experience.

Summary

Discover Diversity surprises participants by transcending the dreaded “required training” stereotype. This interesting program helps participants make a personal commitment to workplace inclusiveness.

Course Details Online: www.tsod.com/hr

[Scheduling Details](#)



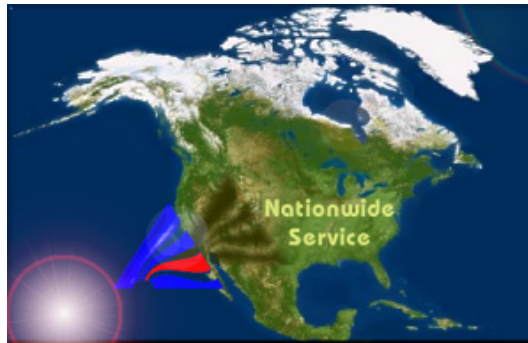
Schedule Your Workshop

TSOD Human Relations Programs are conducted at your location, at your convenience, nationwide. Programs are scheduled for groups of ten or more participants.

[Contact us by Phone or Online](#)

[Review the Course Descriptions](#)

[Schedule Your Training Program Easily, Quickly: www.tsod.com/express](http://www.tsod.com/express)



“The only top-tier training service that doesn’t charge any travel fees. Outstanding!”

—Business Review

TSOD Customers Include:

Alabama Power
Army Research Laboratory
BEA Systems
Bristol-Myers Squibb
CheckFree Corporation
Chicago Transit Authority
C-SPAN
ExxonMobil
Federal Deposit Insurance Corp.
Federal Labor Relations Authority
Genzyme Corporation
Gypsum Supply Co.
ICON Clinical Research

ING Clarion Partners
Insignia/ESG
L-3 Communications
LCC International
Mellon Financial
Michelin North America
Morton Salt
Nextel
Ohio National Financial Svc.
Old Navy Division of Gap, Inc.
Pfizer Pharmaceuticals
Rittenhouse Book Distributors
Sprint

Staples Inc.
Texas Electric Cooperatives
The American College of Physicians
The British Council
U.S. Air Force
U.S. Department of Commerce
U.S. Department of Justice
U.S. Immigration & Naturalization Svc.
U.S. Social Security Adm.
USDA Forest Service
Verizon Wireless
VF Corporation
Viacom Entertainment

