



# SB WORKPLACE TRAINING

SB Workplace Training...  
because there's no BS in what we do.

Management and Employment Training  
DONE DIFFERENTLY

CREATED BY:

Stella K. Skaljac, Esq.,  
SHRM-SCP

&

Brian C. Lee, Esq.  
Lee, Fadel & Beyer

*imagine* HR

LF&B Lee, Fadel & Beyer, LLC

Stella Skaljac and Brian Lee share a common sentiment – they are lawyers who actually care about making an impact by helping companies succeed in creating a positive workplace and at the same time prevent the dreaded lawsuit. They believe they can do this by talking with, not at, managers and leaders in a way that is real and relatable, eliminating the formalities, fluff, and frankly, the traditional “BS”. That is why SB Workplace Training was created.



**Stella K. Skaljac, Esq.,**  
SHRM-SCP

*imagine* HR



**Brian C. Lee, Esq.**  
Lee, Fadel & Beyer

**LF&B**

Lee, Fadel & Beyer, LLC

## Why SB Workplace Training?

With a no BS approach, SB Workplace Training was designed to relay critical best practices and preventative strategies to help employers avoid lawsuits and give their management/leadership teams the confidence and awareness to handle any employment situation that comes their way.

Too often lawyers would rather hear themselves talk – talk about law that non-lawyers don’t understand, tell you and your employees everything you can’t do, and scare you. Similarly, professional trainers often do not have the real-life experience that employers need in dealing with everyday workplace situations. In other words, professional trainers talk in theory, not application. They often use the latest “buzz words” that can be glossed over or misunderstood by management and employees, causing more harm than good.

We break down overly convoluted legal and leadership theories and explain the practical application – the WHY behind them and HOW to implement them. Here, at SB Workplace Training, we know the difference between theory and application. We know the difference because we live the difference – we’ve investigated it, litigated it, and built our careers on it.

# Our Method

Through extremely candid conversations and frank, to-the-point advice, we avoid the fancy verbiage and pomp and circumstance which have been the hallmarks of trainings for decades. We just say it straight and get to the point.

We like to think of ourselves, and the trainings we've developed, as a refreshing change – an alternative to the “death by PowerPoint” presentations that have bored people for years, and truthfully, no one really listens to or digests. Having sat through many professional development and continuing education classes in our careers, we knew there was “something missing.” Being bombarded with an inordinate (and often inhumane) amount of abstract theories and corporate speak was overwhelming and impractical, and so we set off to do things differently.

For far too long, workplace trainings have been the bane of many managers' existence. It was a dreaded chore that all organizational leaders simply checked off their to-do lists. And, unfortunately, a waste of time and resources for most companies.

The sad truth is that workplace trainings have been a dreaded chore. Time and again, business owners and managers have said to us, “well, we went through the trainings and the motions, so we are ok right?” Not true. While they may have been well-intended, training does not guarantee success. In fact, the EEOC recently published statistics, shedding light on the ineffectiveness of workplace trainings over the last 30 years (pointing to a steady increase in discrimination and harassment charges being filed). And this rings true in what we see every day.

As a successful litigator and trial attorney, Brian has defended employers time and again with ineffective training and has filed suit against employers that do not provide training, or worse, rely on ineffective training as a defense. Similarly, as an employment attorney turned human resource consultant, Stella understands the tough challenges modern managers face. Both know the crucial importance of being proactive and conducting the right kind of training.

We continuously hear from clients, “I wish I knew what I know now” after an employee quits or files an EEOC claim. And we are constantly told by employers, “no one told us how to handle these situations” when facing a potential lawsuit. We knew we had to do things differently and train in a way that would actually be helpful and mitigate against such risks.

SB Workplace Training is the culmination of years of experience and the recognition that the key to effective training is the right style of communication – a straight talk approach that will immediately sink in and make sense to anyone in a management or leadership role.



Our training sessions, depending on the size of the group,\* are approximately 2 hours in length. We provide real life scenarios and examples that get everyone thinking (and sometimes even laughing) about what really happens at work. All trainings are interactive, engaging and upbeat.

### Employment Law Training

- Understanding employment laws all managers should know;
- Proactively preventing claims of harassment and discrimination;
- Effectively handling complaints and conducting workplace investigations;
- Implementing best practices for social media and electronic communications;
- Developing the right employment policies and practices in your workplace; and
- Many more.

### Management and Leadership Best Practices Training

- Being an effective communicator and leading with emotional intelligence;
- Building high-performing teams through accountability and empowerment;
- Coaching, counseling, and cultivating a positive and productive workplace;
- Carefully addressing sensitive employee issues and resolving conflict;
- Creating a highly collaborative and inclusive workplace culture; and
- So much more.

\*Because of the interactive and engaging nature of the training, we like to keep group sizes to 15 or less. If there are group sizes in excess of 15, we can either adjust the timing of the training or provide additional sessions in a day or span of days. We are very flexible to our clients' needs and can adjust, adapt and modify our trainings to exactly what is needed for you.

Contact Stella Skaljac at **440.897.1991** or **stella@imaginehrconsulting.com** or Brian Lee at **216.978.4786** or **blee@leefadelbeyer.com** to schedule a training today!