

“Relationships: Roles, Rumors & Real Life®”

**What are divorce, bad marriages and
bad relationships of employees
costing your business?**

Corporate Seminar/Workshop

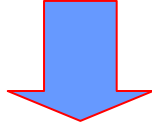
Presenter: Sheryl P. Kurland

407/786-7747

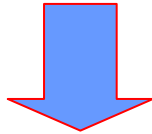
email: Sheryl@EverlastingMatrimony.com

Ripple Effect

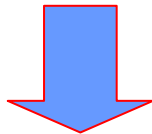
Employee going through divorce or in a bad marriage or poor relationship arrives at work feeling and acting lousy.



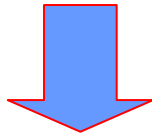
Employee's job productivity and work quality decline.



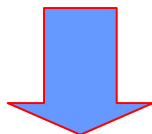
Employee's miserable attitude rubs off on co-workers.
Co-workers must pick up the slack, further exasperating poor morale.



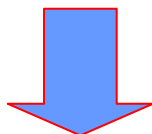
Productivity declines multiply across *all* employees.



Customer service languishes and product quality drops.



Company sales fall.



Company's bottom line falls.

Impact of Divorce, Bad Marriages, and Bad Relationships On Your Business

- ▶ Divorce disrupts the productivity of an individual worker for as long as three years, totaling work-loss time of an average of 168 hours/four full weeks annually. Excessive absences occur due to stress, illness, continual work interruptions for meetings with attorneys, accountants, counseling, move to new residence, court dates, etc.
- ▶ Employee going through a divorce or in a bad marriage/relationship experiences not only higher absenteeism but also higher “presenteeism” – being physically present, but mentally checked out and disengaged.
- ▶ If his mind’s on the divorce, he’s not plugged into the business meeting; if she’s thinking about the constant bickering at home, she’s not attentive in the strategic planning session.
- ▶ Employer picks up the financial-liability “tab,” i.e., health insurance costs, employee assistance program services.
- ▶ Individual may face prospect of temporary job release or even job loss, driving up company’s employee replacement costs.
- ▶ 90% of Americans marry at least once; 50% of marriages end in divorce; 75% remarry; 67% of second marriages end in divorce; and 74% of third marriages end in divorce.
- ▶ It’s estimated that U.S. companies lose \$6 billion annually due to lost productivity stemming from marriage, divorce and relationship problems. **What are “relationship” problems on the home-front costing your company’s bottom line?**

Corporate Seminar/Workshop Description
Frequently-Asked Questions
"Relationships: Roles, Rumors & Real Life®"
Presenter: Sheryl P. Kurland
407/786-7747
email: Sheryl@EverlastingMatrimony.com

1. What are the goals/benefits of *Relationships: Roles, Rumors & Real Life*?

- **Employees:**

Better personal relationships at home = Better work performance

This relationship skills seminar/workshop provides "real-life" tools that enables employees to improve and strengthen their relationships on the homefront, and therefore prevent relationship-related distractions and interruptions at work.

- **Employer:**

Employees's strong personal relationships at home = Better performance on the job
Better employee performance = Better bottom line for your business

This relationship skills workshop pro-actively helps prevent liabilities – both financial and due to "presenteeism" (being physically present, but mentally absent) – of employees going through divorce and/or involved in poor personal relationships. Ultimately, *Relationships: Roles, Rumors & Real Life* will help improve your company's performance and strengthen its bottom line.

2. Program Description:

In an interactive, enjoyable and educational setting, *Relationships: Roles, Rumors & Real Life* provides participants "real-life" skills to develop, sustain and improve their personal relationships and position them for optimum functioning, both personally and professionally. The easy-to-use "real-life" tools and information they acquire can be integrated immediately into their everyday lives.

This program was developed as an outgrowth and out of demand voiced by audience members who've attended my speaking engagements for many organizations, associations and other groups, suggesting that I provide a similar program to businesses. Audience members continuously express my presentations are engaging, informative and beneficial because they are completely different from traditional, clinical and psychoanalytical "relationship" programs by mental health professionals. Whereas traditional programs give step-by-step instructions that nobody follows afterward, my presentation is "real."

Truly, participants leave with a list of relationship-improvement tips that are user-friendly and true-to-life. Plus, the presentation isn't one in which audience members look at boring slides and diagrams. In contrast, I use props and engage participants, creating an educational environment in an enjoyable setting.

NOTE: *Relationships: Roles, Rumors & Real Life* does not advocate marriage nor does it denigrate divorce. The focus is on enhancing any personal, loving relationship.

3. How does *Relationships: Roles, Rumors & Real Life* differ from other relationship programs?

It's not a traditional, psycho-analytical lecture. Information presented comes directly from *Everlasting Matrimony: Pearls Of Wisdom From Couples Married 50 Years Or More*, in which I interviewed 75 couples married 50 years or longer, 150 role models who've walked-the-walk and talked-the-talk. Husbands and wives were interviewed separately. They are ordinary folks with whom program participants can easily identify. (Preview the book: www.EverlastingMatrimony.com.)

4. Where does *Relationships: Roles, Rumors & Real Life* take place?

You select the location, i.e., conference room, board room, cafeteria meeting room, auditorium, off-site.

5. How long is the program?

Relationships: Roles, Rumors & Real Life can be customized to your designated time frame. It's usually presented as a 1-time, 1-hour or 90-minute Lunch & Learn program. However, I am flexible to your preferences. For example, the program can be expanded into components over a period of weeks, such as every Thursday for 1 hour for 4 consecutive weeks, or 2 hours at a corporate employee retreat. (Also see #12-#13.)

6. Of the married employees in our company, some are newlyweds, others have been married for decades. Is the presentation fitting to both?

Yes. No matter how long you've been in a relationship, you *never* stop learning.

7. Does *Relationships: Roles, Rumors & Real Life* relate to employees who are single, not in a relationship, or homosexual?

Yes. Information presented is generic, applying to any gender or relationship type.

8. Does the program have religious overtones?

No. The presentation is universal to everyone. Couples in *Everlasting Matrimony* (see #3 above) represent a "sprinkling of America"; they reside across the U.S. and come from all different faiths, backgrounds and ethnicities.

9. What are your qualifications?

Please refer to the Biographical Profile below.

10. Can employees invite their spouses/significant others to attend? Yes.

11. If the program is a Lunch & Learn, who provides lunch?

Your employees bring brown-bag lunches or your company provides lunch.

12. Can we schedule a breakfast or after-hours program? Yes.

13. Will you come to our corporate retreat to give a presentation? Yes.

14. Will you help us promote the program in advance to our employees?

Yes. If you desire, I will provide "base" e-mails containing information about the program that you may customize to your particular needs and then circulate to your employees.

15. What is the cost of *Relationships: Roles, Rumors & Real Life*?

The reasonable fee is based on audience size and time duration of the program as well as travel requirements. After obtaining this information, I will provide you a reasonable all-inclusive figure.

16. To schedule a workshop/seminar in your work location or for more information, contact: Sheryl Kurland, (407) 786-7747, or e-mail: Sheryl@EverlastingMatrimony.com.

“Relationship Education” Options Employers Can Offer Employees

- **Monthly speaker at staff meeting**
- **Employee retreat**
- **Lunch & Learn workshop**
- **After-Hours event**
- **Breakfast seminar**
- **Short courses on relationships skills**

Benefits of “relationship” education in the work setting

- Employee engagement (intellectual and emotional involvement)
- Employee retention/loyalty
- Improved work productivity and work quality
- Greater job satisfaction for employee
- Employee benefits package perk
- Considering the drastic impact of an employee going through divorce or in a bad marriage/relationship on your business, an ounce of “prevention” is worth a pound of “cure”
- Better personal relationships,
Better bottom line