



**Business Planning:  
Behavioral Dynamics of a Reduction in Force Process  
September 22, 2009  
Live Webcast from 12:15pm-1:15pm**

**1.00 Live General CLE Credit Approved**

KCBA Members and their Non-Lawyer Employees: \$49.00  
All Others: \$99

**Business Planning: Behavioral Dynamics of a Reduction in Force Process**  
Laura Doehle, Vice President and Global Services Coordinator, Waldron & Company

- Overview of the critical behavioral elements you should consider when planning a reduction in force
- Planning and implementing the notification
- How to effectively implement a behaviorally sound action

Reductions in force create many organizational challenges – frequently, adverse impacts to productivity, brand, employee relations, or potential litigation result in sustained and long-term damage to your ability to hit targets and achieve market goals. You can significantly minimize the risk of damage by implementing a well-thought-out approach to behavioral dynamics. Some relatively simple steps can have a dramatic and positive impact on your workforce and market recovery, allowing you to achieve the returns you seek.

The webcast will provide a comprehensive overview of the critical behavioral elements you should consider when planning a reduction in force. From planning and implementing the notification, to successfully handling post layoff employee behaviors, the presentation will review what works well and what should be avoided.

Whether you are planning a reduction in force in your organization or you are counseling clients on a RIF, you will come away from the webinar with a greater understanding of how to effectively implement a behaviorally sound action.

**Waldron & Company**

Founded in Seattle in 1983 and still locally-owned, Waldron & Company is a Western-U.S. based Talent Management firm assisting organizations in the acquisition, development, succession and transition of key human resources. The firm is a leading provider of career transition, retained executive search, executive performance evaluation (360 surveys), executive coaching, succession planning, organization and leadership development, retirement planning, and eLearning services.

A member of Waldron & Company's senior Leadership Team, Laura Doehle is the Firm's Vice President and global services coordinator. Ms. Doehle is responsible for career transition and talent management project implementation throughout Waldron & Company and the Career Partners International global network of offices. She is an experienced project planning expert, senior career consultant and coach, working personally with an ongoing portfolio of transitioning client employees. Ms. Doehle works actively with clients from all sectors, including corporate, non-profit, and government entities, and is actively sought-out within the industry for her expertise.

**About KCBA's Live Webcasts**

The King County Bar Association is pleased to introduce this new and improved service! Participate in live interactive CLE programs through the internet without leaving your office.

The same high quality standards of education you've come to expect from KCBA apply to these short educational presentations and you can download the course materials three days before program to preview at your leisure.

\*\*\*\*\*

**REGISTRATION FORM**

Business Planning: Behavioral Dynamics of a Reduction in Force Process

September 22, 2009

Live Webcast from 12:15pm-1:15pm

**1.00 Live General CLE Credit Approved**

KCBA Members and their Non-Lawyer Employees: \$49.00

All Others: \$99

**5 WAYS TO REGISTER!**

WEB [www.kcba.org/CLE](http://www.kcba.org/CLE)  
EMAIL Complete the following and send to Denise Medlock, [denisem@kcba.org](mailto:denisem@kcba.org)  
MAIL KCBA CLE, 1200 Fifth Ave., Suite 600, Seattle, WA 98101  
CALL CLE Department: 206.267.7004  
FAX 206.267.7099

**Registration Fees**

- \_\_\_ \$49.00 KCBA Members
- \_\_\_ \$49.00 Non-Attorney Employees of KCBA Members
- \_\_\_ \$99.00 Non-KCBA Members, General Public, All Others

State Bar No: \_\_\_\_\_

\_\_\_\_\_  
Mr./Ms. First Name Last Name

\_\_\_\_\_  
Firm/Organization

\_\_\_\_\_  
Address

\_\_\_\_\_  
City State Zip Code

\_\_\_\_\_  
Telephone Number and Email address (confirmation sent via email)

**Business Planning: Behavioral Dynamics of a Reduction in Force Process**

Method of Payment: \_\_\_\_\_ Check Enclosed ( check # \_\_\_\_\_ payable to: KCBA)

VISA or MasterCard or American Express Exp. Date: \_\_\_\_\_

Card No. \_\_\_\_\_

Name as it appears on card \_\_\_\_\_

Signature \_\_\_\_\_

**Important Notices:**

**\*\*Please advise KCBA one week in advance of any condition that may impact your participation at the seminar so we may ensure appropriate and comfortable accommodation.**

**\*\*If you must cancel, tuition will be refunded less \$15, if cancellation is received in writing ([cle@kcba.org](mailto:cle@kcba.org) or fax 206.267.7099) by September 18, 2009.**

**\*\*\*Attorneys: Consider KCBA membership and save over \$50.00 on the registration fee for this program. Similar savings are offered on all KCBA CLE programs throughout the year, which could add up to savings that will more than cover your annual membership. Cost of membership is only \$190.00 per year. For Associates, the cost is only \$90.00 per year (working and living outside of King County). Visit [www.kcba.org](http://www.kcba.org) to join online or contact the Membership Department at 206.267.7016.**