



# Turnaround Interview®

Turn off your problems, not your people!

Moncton, June 28, 2011

Ramada Crystal Palace

## Learn how to break bad habits without relying on discipline!

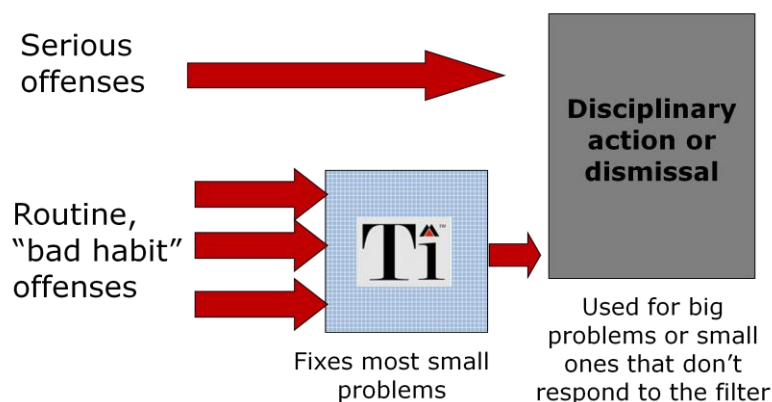
Lateness, poor documentation, bad attitude, extended or excessive breaks, texting, personal use of internet during work hours, dress code, etc.

Minor problems are often the most challenging to address, especially when you're required to address a good employee.

Learn the **concrete strategies** you need to help employees break these bad habits forever!

- Learn what to say and what to listen for;
- How to hide nerves;
- How to guide a conversation through four simple steps that break down employees' defensiveness;
- And how to break bad habits in good people without putting them on the exit track!

**Turnaround Interview®** is a culture forming practice that fits most organizations – unionized, non-unionized, public and private. TI® is designed to breakdown the US vs. THEM mindset that characterizes many manager-employee relations. **The Turnaround interview® acts as a filter:**



**Turnaround Interview® - 2010 ACHRA nominee for *Best Innovation in HR***

## About Montana Consulting Group

**Montana Consulting Group** is a division of **Montana HR Services Inc.**, a Moncton, New Brunswick, based consulting firm established in 2004. Known for our in-depth bilingual expertise in human resources, labour relations, and leadership, we support our consulting work with customized training.

**Montana Consulting Group's** motto, "*Transform vision into action,*" reflects our goal of bringing clarity to the confusing and frustrating business of managing people. Montana puts "a light at the end of the tunnel" for leaders and managers facing difficult situations with employees or their unions.

Our clients are, in the private and public sector [health care, education, municipal, federal and provincial governments], large and small, union and non-union, across Canada and the US.

## Location and registration:

- ⇒ **June 28, 2011 from 8:30 to 4:30** (registration starts at 8:00)
- ⇒ **Ramada Crystal Palace, 499 Paul St, Dieppe**
- ⇒ **Cost : \$395.00 + HST**
- ⇒ **To register, use the form available online at:**  
[www.turnaroundinterview.com](http://www.turnaroundinterview.com) under the workshop dates tab.

## Contact us

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