

Vicki Shultz

Committed We Stand

Between all the visible parts of space, there is an invisible force. Likewise, between people, there is an invisible force that influences decisions and chooses outcomes. On one side of that force is the firm security of commitment; on the other is the rapidly expanding, and largely useless “goo” of indecision. Reciprocal commitment provides employers and managers with the necessary tools to strengthen the bottom line by committing to their workforce. It also teaches employees how to take ownership for their job and future.

Committed We Stand -

Undecided We Fall

Do you realize that in 6 months your new talent could be gone? If you don't, you can bet your competition does! Allowing your trained professionals to be hijacked is a drain on the bottom line and the future of your company.

In “*Committed We Stand*,” Vicki walks you through the building blocks of understand and retaining your newly trained young professionals. Today's new generation of employees may need your help to see a clear path to their future with your company

Defining open communication and reciprocal commitment will build a new vision plan that will be mutually beneficial for company-driven success.

Keynote

You will learn how to:

- ◆ Develop a plan of relevant incentives based on need
- ◆ Demonstrate the future the young professionals have in your company
- ◆ Use the invisible force of commitment to improve the bottom line
- ◆ Communicate with the new generation
- ◆ Why **you** have to begin the commitment process
- ◆ Tap into company values that go beyond basic benefits



Stop The Bunny Hop

Reduce Your Talent Erosion

Do you hire young professionals and as soon as you get them trained, they hop-hop-hop out the door? Are you aware of the hidden cost of losing succession candidates?

In her book, Vicki sheds new light on the competition for your newly trained young professionals, and why this emerging trend becomes more commonplace each day. You may not know how to stop this erosion because you don't understand how to motivate, direct and work with the younger generation.

“*Stop the Bunny Hop!*” will define the need for commitment and essential face-to-face communication. *Put your right foot in* before your competition does!

Seminar

You will learn:

- ◆ Why young professionals *job hop*
- ◆ Why you need to understand hidden turnover costs
- ◆ Why face-to-face communication is important
- ◆ Why lack of commitment impacts retention
- ◆ Why **you** have to begin the commitment process
- ◆ Why the right incentives reduce turnover

Vicki Shultz

Contact Wilene Dunn
Phone: 713-518-4914

E-mail:
wilene@VickiShultz.com

Vicki Shultz

Committed We Stand

All About Vicki

PROFESSIONAL

Vicki Shultz is a NALA advance certified paralegal specialist in Trial Practices. Recipient of the the National Association of Professional Women's 2010 Woman of the Year Award, she is published in the NAPW's Legacy Registry 2010-2011 which is on file in the Library of Congress. Her broad experience includes managing a multi-million dollar Texas Municipal Corporation for over 10 years and serving as a Law Firm Administrator responsible for the daily operations of a multi-million dollar Houston firm.

Her vast education and training covers Water Production Certification, Waste Water Treatment Certification, EPA Lab training, Flood Plain Administration, Police Academy Board, Real Estate Sales, Tax Assessment and a host of certifications. Vicki is a world traveler and enjoys her knowledge exchange with her counterparts in other parts of the world.

TRAINER / LEADER

Once dubbed the "Union Rep" of her firm, she established in-house CLE classes available for all paralegals and attorneys.

She authored the firm's Disaster Preparedness Plan, and was asked to lead the process of assessing and quantifying the damage after Hurricane Ike in 2008.

As a City Manager, she lead the

operations for all the municipal functions including building miles of sanitary sewer lines, an expansion of the treatment facilities and drinking water systems; while ensuring superior police and fire protection to the citizens.

SPEAKER / AUTHOR

Vicki is a published author and frequent lecturer on trial practices, ethics, business entities, and many other topics. She is a former President of one of the nations largest paralegal associations,

TESTIMONIALS

"...Your knowledge and expertise have been invaluable. I appreciate your understanding regarding my email delivery issue. I look forward to working with you in the future."

Julie Wienkauf

Institute for Paralegal Education

"Thanks Ms. Vick for all you do—your tireless efforts and your wonderfully contagious work ethic."

Donna Gray

Olson & Olson LLP

QUICK FACTS

About Vicki Shultz

- ◆ Law Firm Administrator
- ◆ Institute for Applied Management & Law Certified in Employee Benefits Law
- ◆ South Texas College of Law, Employment Law
- ◆ NALA Paralegal Certification
- ◆ Faculty/Auto/Speaker, Institute for Paralegal Education—Nation Business Institute
- ◆ Graduate, Lockyear College of Business
- ◆ Former City Manager, City of West Columbia, TX
- ◆ Member, National Association of Professional Women

Sample Clients

National Business Institute

Institute for Paralegal Education

Houston Metropolitan Paralegal Association

Vicki Shultz

Contact Wilene Dunn
Phone: 713-518-4914

E-mail:

wilene@VickiShultz.com