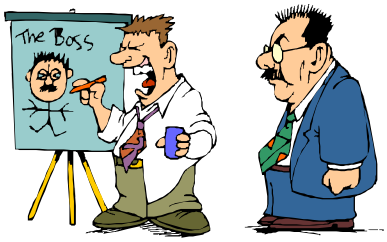
***WHY JOIN THIS SEMINAR?***

*Day in, day out, … what drives you mad at work? What really does your head in? What keeps you awake at night?*




*When we stop and think about all the hassles we have at work, we are quick to mention stuff like the ever-rising pressures of doing business, the non-stop calls, the endless meetings, the budgets, etc … … Yet, isn't it true that it is our relationships at work that largely determine how manageable or how stressful we find our work?*

*In fact, most people say that there is nothing quite as painful or as stressful as having a dysfunctional poor performer working for you or to you! It is so easy to let such a problem 'fester' from day to day, … "I will do something about it the next time, … next week, maybe!"*

*Yet, there is very little point in talking of improved performance or of strategic leadership, if you fail to get a decent consistent output from your more awkward staff members!*

*The four objectives of this Seminar are (**1**) that you will have fully explored the consequences of the 'avoidance technique' - that is, just ignoring 'the bad apple in the barrel'; (**2**) that you will be easy and comfortable when confronting and dealing with a poor performer; (**3**) that you will consistently put in place the necessary regime to eliminate below-par performances … before they wreck your head and wreck your whole work team! And (**4**) that you will know how to greatly lessen any risk of a claim for compensation to some Court or Employment Appeal Tribunal.*

***OUR BUSINESS & LIFE COACH ROCHIE HOLOHAN FCIPD FIITD***

*Having studied for many years with the renowned Professor Roger Bennett at the IMCB in Buckingham in the UK, Rochie graduated with a Masters Degree in Management Training.*

*Later, his research work in training was rewarded with a Fellowship of the UK Chartered Institute of Personnel Development and a Fellowship of the Irish Institute of Training and Development.*

*Rochie thanks Colin Brett, Philip Brew and the Tipperary Institute in Thurles for certificates in Adlerian Psychology Skills and qualification as a Life & Business Coach.*

*Rochie has Practitioner Certificates in Neuro Linguistic Programming, Time Line Therapy and Hypnosis. In 2007, he got Master Practitioner Certificates in these 3 disciplines.*

*As well as his work in Ireland, NI and the UK, Rochie works as a senior consultant in Denmark, Eastern Europe, Russia, the Seychelles Islands and Zambia.*

*Those projects are mainly about strengthening critical organisations, by training and coaching Senior Managers and training Trainers.*

*Rochie worked for many years with local county councils and as chief executive of a county enterprise board. He now runs his own coaching and training business, leading 'open' and in-company seminars on work-style, stress, leadership and communications.*

*website : www.jrochieholohan.com*

Conasc

*Conasc is a not-for-profit group, which initiates, organises and promotes education and training opportunities for mature second-chance Students. It was initially set up to serve the people of the various Gaeltacht areas around the country. Conasc is now offering this 'open' one-day Seminar for all Senior Managers and Supervisors:*

# *MANAGING THE PROBLEM EMPLOYEE*

***WED 12 NOV 2014***
***09.30 TO 16.30***

***BEWLEY'S AIRPORT HOTEL***
***STOCKHOLE LANE SWORDS***
***COUNTY DUBLIN***

*The fee for this seminar is €75.00; please pre-pay by Thu 06 Nov. To register, please call Máire Uí Léime now on 086 158 1218 … or e-mail Máire at leimemaire@gmail.com or Rochie at jrochieholohan@iol.ie. Thank you.*

*As a bonus for registering early, the first twenty-five Participants to register will each receive a complimentary copy of Rochie's recent book, "How to Manage Difficult People".*

*These seminars are not training courses in the traditional sense ... there are no role plays, no silly games, … and no experts to tell us how to do our jobs or live our lives.*

*Participants are asked to please make themselves fully available for the entire day - no mobile phones, no interruptions.*