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For Immediate Release

# **Managing to Stay Out of Court**

## **How to Avoid the 8 Deadly Sins of Mismanagement**

### **By Jathan Janove, Esq.**

- The number of employment discrimination cases in the federal courts has increased by more than 2,000 percent in the past 20 years. It is estimated that the number of discrimination cases filed in the federal courts will continue to grow at an annual rate of about 10 percent.
- This book helps companies avoid employment lawsuits and the ensuing expenses through strong people-management
- Combines lively text, parables, and real-life examples with practical analysis and concrete steps for improved managerial effectiveness.
- As a practicing attorney who focuses on workplace disputes between management and employees, Janove has the perfect credentials to write this book
- Co-published with Society for Human Resource Management (SHRM)

Today's manager faces unprecedented challenges. Global competition is more fierce, and layoffs, downsizing, outsourcing and overseas workforce restructuring are more prevalent than ever. Yet in the midst of these challenges, U.S. employers face unprecedented exposure to lawsuits, administrative claims and other adverse actions by their employees.

***Managing to Stay Out of Court: How to Avoid the 8 Deadly Sins of Mismanagement*** helps companies avoid employment lawsuits through strong people-management. Author Jathan Janove, Esq. shows how employers can simultaneously comply with the law, stay out of court, improve employee relations and provide workplace leadership. Janove also addresses the angst felt by today's manager by offering an approach to leading employees that will create a sense of purpose and meaning.

***Managing to Stay Out of Court*** teaches managers 8 easy-to-remember operating principles, known as the Eight Sins and Virtues. Real-life stories, tools, and practical techniques illustrate each Sin and corresponding Virtue. This book shows readers how to move directly from theory to practice—how to lift the lessons off the page and transport them into the workplace. It is not just a satisfying read: ***Managing to Stay Out of Court*** produces results.

***More...***

The Appendix helps readers identify their own most prevalent management Sins—and then gives them the tools they need to shift from Sins to Virtues. Tools and exercises include:

- A Sin Self-Assessment that asks managers about specific actions and identifies their most problematic management patterns
- A Sample Sin-to-Virtue Transfer Plan
- A Sample Journal Page
- Sample Written D-I-S (Direct, Immediate, and Specific) memos to employees
- An exercise to help managers Define the Big Picture

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Since working in a Chicago legal aid clinic as a law student in 1980, **JATHAN W. JANOVE, ESQ.** has focused on workplace disputes between management and employees. He is a principal of Janove Baar Associates, L.C., a law firm that represents employers exclusively. Mr. Janove has developed a special emphasis on the intersection of employment law compliance with best management practice to help employers simultaneously obey the law, avoid legal claims and create positive, productive relationships with their employees. Mr. Janove frequently writes columns for both *HR Magazine's* "Legal Trends" and "Management Tools" sections and has given numerous presentations to management and HR professionals across the United States and Canada.

The **Society for Human Resource Management (SHRM)** is the world's largest association devoted to human resource management. Representing more than 185,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 500 affiliated chapters and members in more than 100 countries. Visit SHRM Online at [www.shrm.org](http://www.shrm.org)

***Managing to Stay Out of Court: How to Avoid the 8 Deadly Sins of Mismanagement***

**By Jathan Janove, Esq.**

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**Paperback**

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## Endorsements for *Managing to Stay Out of Court*

*“Managing to Stay Out of Court is an excellent guide for all levels of management. I highly recommend it to anyone who desires to improve individual and group skills in working with people and avoiding litigation. Janove's insights are sharp and on target.”*

—Jerry L. Garren, Vice President and Plant General Manager, La-Z-Boy, Inc.

*“In eight simple principles, Jathan Janove has captured the big secret to avoiding most employment litigation and increasing your company's chances of winning the unavoidable claim. This book should be on the ‘must read’ list for managers at all levels.”*

—Paul E. Prather, Employment Trial Lawyer, Kiesewetter Wise Kaplan Schwimmer & Prather, PLC

*“Jathan Janove has written a first rate guide to help managers do what they need to do, —MANAGE!— without causing legal problems for themselves and their organizations. So many managers are afraid they'll get sued if they roll up their sleeves and engage in the kind of hands-on leadership that is necessary in today's workplace. This book will help any manager navigate the terrain of rules, dot the I's, cross the T's, and cut through all the red tape. Read it.”*

—Bruce Tulgan, author of *HOT Management* and *Managing Generation X* and founder of Rainmaker Thinking, Inc.

*“Jathan Janove's book is packed with practical information which will help your organization avoid litigation. The book is an excellent blend of human resources best practice and prudent legal strategy. Best of all, the book is enjoyable to read in terms of its creativity, content and style.”*

—Jonathan Segal, Wolf, Block, LLP, *HR Magazine's* “Legal Trends”

*“A clear thinking, results driven management tool... In short, Mr. Janove's book delivers! From its keen insights, solid management tips and recommendations, to its unique, astute and entertaining perspectives when assessing managements ‘sins and virtues, this book is a must read for today's management teams.”*

—Robert M. Lee, Executive Director, The Institute For Applied Management and Law

*“Managing to Stay Out of Court is a wakeup call for busy executive like me, who fall prey to the ‘instinct to avoid.’ This book gave me a practical roadmap for proactive management.”*

—Monica Whalen, President & CEO, The Employers Council, Salt Lake City

*“This book is well reasoned and practical. Following the tenets laid out in it will reduce your company's exposure to employment litigation while improving the productivity of your workforce.”*

—John Parauda, Managing Counsel, American Express Company

*“Janove's 8 Virtues will improve staff relations, enhance employee performance, prevent lawsuits, and help develop the reader as a Manager of Choice.”*

—Nancy Ahlrichs Raichart, SPHR, President, EOC Strategies, LLC. and author, *Manager of Choice: 5 Competencies for Cultivating Top Talent*