

FOR IMMEDIATE RELEASE

Prominent Consultant Partners with Genentech Client to Share Leadership Initiative at HR West Conference

Alameda, CA – April 9, 2013 – Kathy Hart, Ed.D., ClearVision Consulting Inc.'s President and internationally recognized change consultant will team with Genentech's Senior HR Manger and Business Partner Melaine Carlascio-Budd to speak at Northern California HR Association's (NCHRA) HR West conference about "Navigating the HR/OD Divide." HR West, Northern California's premiere conference for HR professionals, is being held at the Oakland Convention Center from Monday, April 22 – Wednesday, April 24 with an estimated 700 attendees.

Dr. Hart and Ms. Carlascio-Budd will speak on an initiative undertaken that transformed the manager-employee relationships for a core group of leaders at Genentech, a member of the Roche Group. They will share how the project initially started at the North American headquarters and was ultimately implemented globally for Roche counterparts.

According to Dr. Hart, "Bosses are one of the most significant reasons employees leave the work place. Companies can improve their retention of top performers and increase employee engagement when they focus on improving the manager-employee relationship." One way to accomplish this quickly and dramatically is by having employees give anonymous, direct feedback about their bosses. The guesswork is eliminated when managers receive reactions about what they are doing well and targeted, specific actions describing how to improve. As one leader in the project shared, "Once I was clear on what to do, I worked with my employee group to make the needed changes."

In addition to sharing their case study results, Dr. Hart and Ms. Carlascio-Budd will educate session attendees on the importance of clearly defining roles, responsibilities and work allocation to make the most effective use of the internal HR Business Partner collaborating with an external Organization Development consultant. Dr. Hart shares, "This session is all about how to improve relationships to achieve greater work force productivity." Session attendees can expect to be active participants during this highly engaging and interactive session.

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