

BUSINESS

NEWSMAKERS



Christine Henderson Brodnan



Michaela Mericle



Will Perry Moran



Crystal Duncan



Emily Dickinson



Phil DaCosta



LouAnn Kelleher



Ross Bundschuh



Carter Weathington



Christine Hord



Cliff Stormark



Liz Sophia

Christine Henderson Brodnan has accepted the position of regional program director for Horizons Atlanta.

Michaela Mericle has joined family law firm Hedgepeth, Heredia & Rieder in Cobb County as an associate.

Littler, a large employment and labor law practice representing management, has added Russell A. Jones and Kathryn S. McConnell as shareholders in the Atlanta office. They join Littler from Kilpatrick Townsend & Stockton.

Will Perry Moran has joined the criminal defense and personal injury law firm of Michael Moran & Associates as an associate. Crystal Duncan, formerly director of national distribution sales at Georgia Pacific, has established Cox Duncan Network LLC, a consulting-execution firm for food service operators and distributors.

The Leukemia & Lymphoma Society Georgia Chapter has appointed Emily Dickinson, executive vice president for Wet Willie's, a franchise chain of daiquiri bar/restaurants based in Savannah, to its board of trustees.

Phil DaCosta has joined Cook & James as vice president



Marlena Slowik

of business development in Alpharetta.

The Atlanta office of Weinberg Wheeler Hudgins Gunn & Dial has added LouAnn Kelleher as partner of counsel and Ross Bundschuh and Carter Weathington as associates.

Christine Hord has been named director of adult education for Chattahoochee Technical College.

CIAS has hired Cliff Stormark for the position of business development manager.

Stantec's Atlanta office has hired Joel Mann as a principal in Stantec's Urban Places Group.

The Atlanta office of Avitru has named Andrew "A.J." Brown as CFO, Liz Sophia as CMO and Marlena Slowik as vice president of operations and customer success.

CALENDAR

MONDAY

Housing Market Index, 10 a.m.

TUESDAY

Housing Starts, 8:30 a.m.
Current Account, 8:30 a.m.
Redbook, 8:55 a.m.
Minneapolis Fed President Neel Kashkari Speaks, 1:10 p.m.

WEDNESDAY

MBA Mortgage Applications, 7 a.m.
Existing Home Sales, 10 a.m.
EIA Petroleum Status Report, 10:30 a.m.

THURSDAY

Weekly Bill Settlement
GDP, 8:30 a.m.
Jobless Claims, 8:30 a.m.
Philadelphia Fed Business Outlook Survey, 8:30 a.m.
Chicago Fed National Activity

Index, 8:30 a.m.
Corporate Profits, 8:30 a.m.
FHFA House Price Index, 9 a.m.

Bloomberg Consumer Comfort Index, 9:45 a.m.
Leading Indicators, 10 a.m.
EIA Natural Gas Report, 10:30 a.m.
Money Supply, 4:30 p.m.
Fed Balance Sheet, 4:30 p.m.

FRIDAY

Durable Goods Orders, 8:30 a.m.
Personal Income and Outlays, 8:30 a.m.
New Home Sales, 10 a.m.
Consumer Sentiment, 10 a.m.
Kansas City Fed Manufacturing Index, 11 a.m.
Baker-Hughes Rig Count, 1 p.m.

BIZ VOICE



Employees who already have season tickets shouldn't be excluded from a chance to sit in the "excellent and costly" company seats. CONTRIBUTED BY KEVIN LILES FOR THE ATLANTA FALCONS

Constant complainer big pain in the butt

Refuse to participate in pointless conversations with your co-worker.

By Marie G. McIntyre
Tribune News Service

Q: I am stuck in a very small office with an older colleague who never stops complaining. "Larry" goes on and on about his heavy workload, but when I offer assistance, he criticizes my efforts. Larry also gripes about how our boss doesn't like him. However, if I try to help him figure out why, he immediately rejects my suggestions.

Whenever I'm out of the office, Larry complains about the number of people who were looking for me, although he never seems to know who they were. I would like to tell Larry to just shut up, but that doesn't seem wise. Do you have any advice?

A: Being trapped in a confined space with a chronic complainer would be maddening, so I understand your frustration. But while you will never change Larry's personality, you might be able to modify his behavior.

In attempting to be helpful, you have inadvertently become a player in Larry's griping game. Whenever you listen to complaints, propose solutions to problems, or offer to help with tasks, you are actually rewarding the behavior that is driving you



Marie G. McIntyre is a workplace coach and the author of "Secrets to Winning at Office Politics." Send in questions and get free coaching tips at www.yourofficecoach.com.

crazy. So it's time to stop participating in these pointless conversations.

When Larry launches into a round of complaints, politely explain that you are unable to talk because you have a lot to do. Then immediately turn away and focus on your work. Should Larry persist, simply repeat "I'm sorry, but I really can't talk now" without making eye contact.

If possible, enhance this separation by arranging your workspace so that your back is to Larry's area. And if you can wear headphones at the office, start plugging them in. Compulsive complainers always want an audience, so if you continue to be unresponsive, Larry will eventually find a more willing listener.

Q: Each year, our company buys a season ticket package for our hometown NFL team.

These seats are excellent and extremely costly. Since we are a very small business, every employee can attend one game at company expense. Some games are more desirable than others, so we have a drawing to distribute the tickets.

Because our business is growing, next season we will have more employees than games. Two of our new hires are already season ticket subscribers, so if they win company tickets, they plan to use them and sell the others. Without company tickets, some long-term employees won't be able to attend any games at all. They feel that season ticket holders should not be allowed to participate in the drawing. What's your opinion?

A: If these tickets are supposed to be a general employee benefit, then everyone should have an equal shot at winning. Despite having their own tickets, your new employees may still want an opportunity to use the "excellent and costly" company seats. If not, they can voluntarily remove their names from the drawing.

As your company continues to grow, you will inevitably have an increasingly smaller percentage of winners and a larger percentage of losers. So perhaps you should consider replacing the NFL experience with a more inclusive gesture. Many things that work well in a very small company are not effective in a larger enterprise.

BIZ VOICE

Man not sure how he can improve way his company treats women

Q: As a relatively junior member of my team, I'm trying to figure out my role in helping change the culture in my firm (and with my clients) related to how women are treated. There's a bit of a "boys' club" atmosphere that I'm not comfortable with. What's the best way to have an impact? - Calvin, consultant

A: Act from a position of integrity and respect to make the most difference.

Start by reflecting on the situations you've seen and responses you've offered thus far. Have you been speaking up? It sounds as if you may not be living up to your own ideals, and that needs to change.

Think about the things you wish you'd said, and envision behaving as your best self when you see mistreatment of co-workers. What would have been different? This could be an uncomfortable adaptation to make. However, the high visibility of this issue in the news may make it easier.

One reader sent his experience, which provides a good model for intervention that doesn't put anyone on the spot in an unproductive way.

This reader writes: "I was working on a team that included an intern - a college-age woman. Some of the guys on the team were making some jokes about date-ability, etc. Not funny, inappropriate, and making her feel pretty uncomfortable.

She and I were talking about it and I asked if she was as uncomfortable as I was, obviously seeing that she was. She said yes, but didn't want to get on people's bad sides by speaking up.

So I went to the team lead and told him that he needed to make sure that this type of joking around was stopped. He was genuinely surprised, as men generally are when they're told offensive behav-



If you've seen co-workers cross the line with sexual references or harassing behavior, it's your responsibility to speak up. CONTRIBUTED



Liz Reyer is a credentialed coach with more than 20 years of business experience. Her company, Reyer Coaching & Consulting, offers services for organizations of all sizes. Submit questions or comments about this column at www.deliverchange.com/coachscorner or email her at liz@deliverchange.com.

If you haven't been doing that, what stops you? If you're afraid of backlash, consider the effect on these women.

Use documentation to help protect you - and them. Keep notes on the incidents you've noticed and the related interactions. Develop some standard lines you could use; preparation could make it easier to respond in the moment.

For example, try "I don't share that sense of humor" or "those kinds of comments make me uncomfortable." This points out the inappropriateness without overt disrespect.

Understand your allies. Your boss and other leaders in your company should care, and are probably better equipped to address issues with clients.

If they don't care, even after you've raised your concerns, consider whether this is an environment you even want to work in.

By the way, you don't mention your race, ethnicity, or sexual preference, but recognize that harassment in the form of micro (or macro) aggressions is common for people in these groups as well.

Be a force for creating a positive culture across everyone in your company.