



Electric Boat Management Association (EBMA)

You're Fired! Working With Difficult People

Facilitated by Thad Henry, Leadership Development Consultant

October 5, 2024 | 4:00 p.m. – 6:00 p.m.

EB, like many organizations, launches employee recruitment campaigns during times of extraordinary corporate growth. With these efforts come the challenges of onboarding new employees, including dealing with difficult employees. Not only is this a challenge for management, but for everyone that interacts with employees that bring less than ideal work habits. When asked what we should do with these individuals, the most common refrain echoed in the hallways is “You’re Fired!” This workshop will touch on various management tools, such as Performance Improvement Plans (PIP), but just as importantly, will address what colleagues and other team members might do to deal with tensions that arise from these ‘difficult employees.’ The workshop will discuss potential forms of influence that might improve the situation and offer perspectives that will provide alternative approaches to enhancing your team and workplace environment.

Facilitator Information:

For more than 30 years, Thad has held executive leadership roles and provided consultative services to a broad array of universities and non-profit organizations. He has led teams that have achieved national recognition and awards. Thad has a master’s degree from West Virginia University in higher education administration and studied leadership development in a doctoral program at Fielding Graduate Institute. He’s served as an adjunct faculty member for University of New Haven for more than 20 years teaching leadership development, teambuilding and other organizational courses in three different master’s programs. He also taught at Columbia University in their master’s program for non-profit management.

Thad has been an EBMA workshop instructor for more than 20 years and has participated in numerous ways serving EB and employee development. His interactive style brings about real-life work situations to the forefront while covering best practices and relevant information to heighten value to his workshop topics.