

**Protect Your Organization From**

# **Punitive Damage Claims**

**Preparing, Avoiding, Mitigation & Defending**

**Program Provides Legal-Engineering-Management-Social-Risk Management  
Prospective**

**4 Week Training Workshop**

- ✓ **Designed to Save Your Organizations Millions of Dollars in Claims, Lost Revenue and Business Disruption Costs**
- ✓ **Covers Interpretations in Different Countries & States**

## **A 4 Week Training Workshop**

### **Some Punitive Damage Claims**

1. \$1 billion Apple vs. Samsung (later reduced to \$599 million in 2013)
2. \$2.7 million McDonald vs. Lady who spilled coffee on her lap case (1994)
3. \$145 billion Florida Class Action against Cigarette Manufacturers
4. \$4 million BMW – Sold New Cars having Repainted acid rain damaged components
5. \$125 million against Catholic Healthcare West in a Sexual Harassment Case
6. \$15.9 million against UPS Inc. in Retaliatory Wrongful Termination Case
7. \$900,000 against Asbestos Remedial Contractor A.R. Environmental Inc for Improperly Disposing Asbestos

### **Program Overview**

This program provides a comprehensive practical briefing on the issues and details of effectively minimizing organizational exposure to possible Punitive Damages.

The program will provide a unique understanding of the multidiscipline issues involved: Technical-Legal-Management-Public Audit-Finance-Risk Management.

This 360 degree understanding will help you understand the actions required to

1. Avoid
2. Mitigate
3. Negotiate

### **4. Defend**

your organization's interests in Potential Punitive Damage Implication Decisions **throughout the organization's processes.**

### **Program Content**

(Sequence Subject to Customization by Instructor/s)

1. Understanding the Underlying Legal Principles
2. The Punitive Damage Philosophy and Social Purpose
3. Different Treatment of Punitive Damages in Different Jurisdictions: Countries and US States
4. Different Award Calculations by Different Deciders of Disputes
5. Different Processes Used by Judges and Jury to Determine Punitive Damages (leading to substantial variability in awarded damages for similar wrongful behavior)
  1. Estimating Methods
  2. Foreseeability
  3. Risk Management
  4. Recklessness
  5. Hindsight Bias
6. Possible Punitive Damages Estimating Methods
7. Punitive Damage Strategies
  1. Negotiating Settlements

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## Punitive Damages Claims – Preparing, Avoiding, Mitigation & Defending (CPD800-4)

2. Opening Statements
3. Liability
4. Causation
5. Damages
6. Expert Witnesses
7. Punitive Damages Process
8. Punitive Damage Calculations
9. Closing Statements
10. Post Award Negotiations
8. Punitive Damage Claim Preparation Step-by-Step Methodology
9. Liability reducing Methodologies
10. Punitive Damage Risk Checklist for different Organizational Processes
11. Workshop 1
12. Workshop 2
13. Advanced Topics - More Details on Some Above Issues Important for Participants
14. Increasing Productivity through Using Standard Forms, Templates, Checklists to Perform the Work Processes
15. Performance Management System to Measure Level of Performance in the Above Processes - we will develop the KPIs for the Above Processes
16. Planning & Implementing a Departmental/Functional Knowledge Base
17. Workshop 3
18. Setting up Early warning system to Provide Decision Support System
19. Workshop 4
20. Aligning Performance to Organizational Vision, Mission & Strategic Objectives
21. Your Individualized Action Plan for Leadership in Your Department/Section/Function
22. Workshop 5
23. Performance Management System for Your Department/Section/Function
24. Your Individualized Action Plan
25. Program Recommendations

### Who Should Attend?

**All participants** take away a good multi-discipline understanding of the issues involved in their work. Program will help them in becoming productive quickly and in building a knowledge framework that will help them identify, understand, classify and remember on the job learning and experiences.

### Program Outcomes and Take-Away/s

Euro Training is in the business of providing practical useful training programs. Programs that

1. Help the participant implement improvements in his organization.
2. Help the participant gain Multi-discipline understanding of the issues so that he can incorporate the needs and expectations of all his stakeholders/ customers in his improvement proposals and actions.
3. Help build a knowledge framework in which job related experience can be caught and remembered as his experience.

### Benefits to Organization

Sending participant/s to this program will benefit the organization in the following ways

1. Quickly makes the participants competent, effective and productive on his job. Useful especially for
  1. Training New employees
  2. Competency Building in Existing Employees Transferred to a New Assignment
  3. Training Prior to a New Project or Initiative Planned in the Organization
2. Create Competency in the employee to perform his job well. including in relation to
  1. Relevant Technical Knowledge, Skills and Competencies

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2. Organizations' Strategic Objectives
  3. Needs and Expectations of the Stakeholders/ Customers (internal & external)
  4. Good Management Practices
  5. Identifying opportunities to Exceed Stakeholder/ Customer Expectations
3. Create a pool of trained manpower that can cost-effectively disseminate the knowledge to a large number of employees inside the organization. This is made possible by Euro Training's unique, easy to understand and easy to use methodology, based on *checklist and quality assurance* approaches.

### Participant Individual Career Benefits

1. You gain a multi-discipline understanding of the issues. Meaning when you make proposals and decisions on your related job you will keep in mind the needs and expectations of ALL the stakeholders/ customers (internal & external)
2. Understanding and acting with understanding of the Needs and Expectations of your stakeholders/ customers is known to enhance Job Satisfaction and reduce Monday Morning Blues.
3. As one of your stakeholders/customers is Executive Management, the program ensures that you know the strategic imperatives that drive the organization's efforts in your relevant job area.

### This Program is Intended for...

**Those new to the field** take away a good multi-discipline understanding of the issues involved in their work. It helps them in becoming productive quickly and in building a knowledge framework that will help them identify, understand, classify and remember on the job learning and experiences.

**More experienced participants** take away an individualized action plan as mentioned in the previous sections.

**Implementation Teams:** This program can be used to train implementation teams...

1. when a new project or initiative is being started in your organization
2. when a new strategic focus is being initiated
3. just prior to a consultant being hired to advise the organization

### Registration Recommendations

**Team Nominations:** This program aims to ensure the participants have their individualized improvement plan at the end of the program. So, foreseeing the effort involved, anticipating resistance and implementation requirements, it is recommended that the organization nominate **at least two participants together** (three will be more desirable) for this program.

It is anticipated that these 2 or more participants will work together as a team or provide mutual support in order to implement the action plan.

**Single nominations** will also be accepted for the program. Single nominations are typically used to -

1. Develop personnel skills in critical skills and methodologies covered in this program.
2. Train individuals for leadership roles in business units or departments. This program will help the participant coach and lead his team in these critical skills and methodologies. (The program typically does not cover coaching skills but provides the related technical understanding in an easy to communicate manner).

### For Latest Program Schedule Email

[cpd800-4@EuroTraining.com](mailto:cpd800-4@EuroTraining.com)

[www.eurotraining.com/bro/cpd800-4.php](http://www.eurotraining.com/bro/cpd800-4.php)

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<b>REGISTRATION FORM</b>	
<b>Program:</b>	<b>Punitive Damages Claims – Preparation, Avoiding, Mitigation &amp; Defending (CPD800-4)</b>
Location Where Attending:	
Program Dates:	
Whether Participant will Consider Alternate date if one requested is not available:	
Participant Name Prefix: Mr/Ms/Mrs	
Participant Name:	
Participant Job Title:	
Participant Department & Section:	
Participant Employer/ Company:	
Participant's Present Job Responsibilities:	
Participant Email Address:	
Participant Mobile Number:	
Sponsored by:	
Sponsoring Company:	
Job Title of Sponsoring Authority:	
Name of Sponsoring Authority:	
Email of Sponsoring Authority:	
Fax of Sponsoring Authority:	
Telephone Nos. of Sponsoring Authority:	
Web Site of Sponsoring Company:	
Invoice Reference:	
Invoicing Address:	

1. **To register:** Please send us an official letter confirming registration (on organizational letterhead or Authorized Email).
2. Program Fee is
  - o USD \$17,800 per participant and includes Course Materials, Certificate, Refreshments and Lunch. (Fee is \$19,580 at London, Paris and Kuala Lumpur)
3. Accommodation & Taxes/VAT (if applicable) is not included in Program fee. Special rates will be available at venue hotel for the participants.
4. Special discount of 10% is offered for participants who pay their fees at least 45 days before start of the program.
5. Refund will not be considered where the participant cancels his registration less than 3 weeks before start of the program. Alternate nominations will be allowed anytime before program start.
6. All participants are required to fill in Participant Information form - on first day of the program. Each program Undergoes Customization to Better Meet Participant Present and Future Career Needs. Please be prepared to let the Instructor/s know about your organization's Special Needs, Interests or Initiatives.
7. It is always useful for participants to bring their existing problems or case studies, work-process flow charts or job related problems for discussion - consideration will be at sole discretion of the program director/s.
8. **Provisional Registration:** You can make a provisional registration by sending us an email – an official registration request can be made within 2 weeks. This will ensure we will reserve a seat. All provisional registrations automatically cancel 2 weeks before program start.

## REGISTRATION INFORMATION

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