



The Nodding Group
Construction & Marine

433 York Street
Bridgewater, NS
B4V 3K1
Fax 902-543-2299

Sea Coast HVAC (2004) Ltd
902-543-7994

Nodding Industrial & Welding Services Limited
902-543-7621

Noddings' Sales & Service Limited
902-543-7396

Nodding Cranes Limited
902-543-3366

www.thenoddinggroup.ca
info@thenoddinggroup.ca

March 2, 2020

To Whom It May Concern,

We asked Bruce Dienes to assist our group of companies with shifting the culture of sexual harassment that was causing trouble in our workplace. He worked over a three month period with our senior management team and with our employees, using a four-stage engagement process that helped men identify why this was an issue, why it mattered to them, what they might do to change it, and encouragement to support one another in sustaining this change of behavior.

There has been a tangible change in our work environment. Some months after the intervention, I was heartened to see that some of the "worst offenders" were the ones reminding co-workers. This is so much more powerful than simply referring to our corporate policy document. I believe that a big part of the effectiveness is that the process avoided a "blame and shame" approach, and instead made clear why this was a men's issue and that addressing it benefitted men as well as women.

I would definitely recommend Bruce's process to other companies or individuals who need to address these issues.

If you have any questions please feel free to contact me at (902) 521-1002.

Sincerely,

David Nodding
President