

An Ounce of Prevention

GrowthPort Partners, Inc. helps companies comply with and thrive in the ever-changing world of human capital management.

It's a new era for human resources professionals. Never before in the history of commerce and industry has interfacing with employees seemed more complex and fraught with potential litigation. Businesses large and small struggle to navigate an evolving legal landscape of concerns about sexual harassment, race discrimination, disability awareness, gender differences, and managing multiple generations in the same workforce. It turns out that HR heroes need heroes of their own.

Enter GrowthPort Partners, Inc. (GPP). For nearly 20 years, this Orange County-based employment law advisory and training firm has provided top-quality preventive employment law counsel, senior human resources, and employee benefits consulting services to employers of all sizes in California and nationwide. More than 600 companies—in fields ranging from health care to heavy construction—are or have been clients.

"The key is prevention," says GPP Partner and Senior Consultant Leslie Gray, who co-founded the firm 20 years ago with President and Employment Counsel P. Anthony Burnham. "We arm our clients with tools, infrastructure, and training to prevent litigation.

"We want our clients to become 'fence people rather than ambulance people,'" she continues, referencing an 1865 poem from Joseph Malins. "When employees at every organizational level are deputized to enforce policies, swiftly and consistently, avoiding even the appearance of 'evil' is accomplished."

At times Gray and her team of highly trained HR consultants are summoned at the first hint of trouble. Through confidential workplace investigations under attorney-client privilege, Gray can identify policy violations and mitigate risks.



"GrowthPort Partners, Inc. provides what HR consultants cannot and what law firms will not, and they do it affordably."

—Leslie Gray, GROWTHPORT PARTNERS, INC.

A NATURAL TRANSITION

Following an early career as a paralegal and law firm administrator, Gray found her way to this niche consulting role, one about which she is passionate. Clients benefit from her 30 years of experience in senior corporate human resources management, organizational development, and executive leadership. But Gray says she's just getting started.

"I never thought I'd be a motivational speaker, but here I am! Never before have women been so hungry for information on their journey to self-actualization and living authentically."

Gray's three-part seminar series, "A Woman of Substance," sprang from her years working alongside women in corporate America and addresses their stress and insecurity and what she describes as their "shocking, intentional lack of support" for one another.

Through acknowledging women as empowered and resilient, Gray teaches how to avoid several four-letter words that can bring growth to a screeching halt, namely risk, loss, pain, fear, lack, want, food, diet, and time. Once identified and the tools and permission to change are provided, women are excited about where they can go. "What once was a challenge transitions to their chariot!"



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