

**MARK NELSON**  
REGIONAL DIRECTOR  
SENIOR STAFF CONSULTANT



## DEGREES

J.D., University of Iowa College of Law  
M.A., English Literary Research, University of Lancaster (U.K.)  
B.A., Humanities, magna cum laude, University of Colorado at Boulder

## INDUSTRIES SERVED

Entertainment, Financial, Hi Tech, Sales, Pharmaceutical, Medical, Education, Manufacturing, Consulting Services, Government, Agricultural, and Hospitality. the UK, Sweden, Hungary, and the Netherlands.

## PROFESSIONAL DEVELOPMENT & ACTIVITIES

Licensed Attorney, State of Colorado  
Adjunct Instructor, University of Maryland University College Europe  
Senior Certified Professional, Society for Human Resources Management Certified Trainer, Development Dimensions International (DDI)  
Certified Trainer, Society for HR Management (SHRM) Certification Program

## BRIEF BIOGRAPHY

### **REGIONAL DIRECTOR & SENIOR STAFF CONSULTANT**

- Mark Nelson's twenty-year career in Human Resources is informed not just by his daily interactions with EG members as a senior Helpline consultant, but also as a labor and employment law attorney and a college-level instructor. He brings this multidisciplinary perspective to every classroom facilitation, focusing not just on what the law requires but how HR professionals can transform compliance issues into best practices and merge them with an underlying philosophy on what the HR profession can and should be to an organization, questions every HR professional should be asking themselves on a perpetual basis. He has designed semester-long HR-specific courses down to one-hour webinars, and seminars of every length in between. He has delivered training one-on-one and to groups of hundreds of HR professionals and supervisors. Mark's practical instruction draws from the thousands of questions he has fielded over the course of his years working with HR professionals and uses those real-life experiences to ground what can otherwise seem to be abstract legal principles.

## PROGRAM DESIGN & TRAINING DELIVERY

Employment Law  
Labor Law  
(including NLRB)  
Preventative HR Practices  
Sexual Harassment  
Workplace Diversity  
HR Policy Design

Employee Relations  
Performance  
Management Performance  
Documentation  
Workplace Investigations  
Leave Administration  
Leadership Development  
Topics

## DELIVERY STYLES

Interactive facilitation

## AB1825: STATEMENT OF COMPLIANCE

As a harassment prevention trainer for Employers Group, Mark is able to demonstrate key learning points dealing with harassment, illegal discrimination and retaliation in a non-threatening, interactive, and discussion-based format allowing participants to understand, deal with and – most importantly – prevent these activities. Mark doesn't just quote the law; he offers do-able solutions for managers and employees regarding how to handle real workplace situations, nip inappropriate behavior in the bud early, and train their own staff to maintain a safe and non-hostile work environment. Mark has been delivering harassment prevention training for over 20 years and is a trusted advisor to HR professionals on harassment, illegal discrimination, and retaliation.