

“Can I Smoke Crack On My Break?”

Understanding The Neurology of Workplace Violence & Employee Substance Abuse

by

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- What actually happens in the **BRAIN** when someone gets angry ... and what do we need to do to better **CONTROL** it?
- What does substance abuse actually **LOOK LIKE IN YOUR BRAIN** ... and why does it **INCAPACITATE** your ability to function both **ON AND OFF THE JOB?**
- How should you **DEFINE “WORKPLACE VIOLENCE”** in your organization?
- What is the **MOST DANGEROUS** job in America?
- What **SIGNS** should **EVERYONE** look for in **PREVENTING** Workplace Violence?
- What are **EMPLOYERS REQUIRED** to do under the law...and what can **EMPLOYEES BE REQUIRED TO DO?**
- What should every employer include in its “**SUBSTANCE ABUSE POLICY**”?
- How can this session **SAVE YOU THOUSANDS ON YOUR WORKERS’ COMPENSATION?**
- What constitutes “**REASONABLE SUSPICION**” of “**SUBSTANCE ABUSE**” under the law?
- How should managers **DOCUMENT** this “**REASONABLE SUSPICION**” under the law?
- What **SIGNS** should you look for in **RECOGNIZING EMPLOYEE SUBSTANCE ABUSE?**
- How **EXACTLY** does “**OFF DUTY**” Substance Abuse effect the organization’s bottom-line?

...and **MUCH, MUCH** more...

Join Scott as he reviews how to **PREVENT SUBSTANCE ABUSE** and **WORKPLACE VIOLENCE** in your organization. Scott will outline for you in his own unique, practical, entertaining and humorous style how to spot the early signs of **SUBSTANCE ABUSE** and show you exactly what happens in someone’s brain when they grow angry and abuse drugs and alcohol ... **AND WHAT YOU DO ABOUT IT!** Scott will not only outline this subject for you, but he will review how to use this information **IMMEDIATELY!**



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CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Counselor

2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

Scott Trains Managers and Employees ON-SITE in over 40 topics

Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations avoid legal pitfalls while also helping them improve their employee relations and communication skills.

Scott travels the country presenting his revolutionary "**Emotional Intelligence, Tolerance & Diversity for White Guys ... And Other Human Beings: FINALLY A Program For Everyone.**" This one of a kind **SKILL-BASED** program creates an atmosphere of open communication so we are better able to resolve all kinds of conflicts in our organizations.

Scott's unique program is the ONLY Diversity/Tolerance Program in the country approved by HRCI-SHRM for STRATEGIC SPHR Credit because unlike most other EI/Diversity/Tolerance Programs, this program goes right to YOUR BOTTOM-LINE.

Scott's clients include the Adena Health Systems, St. Rita's Hospital, Ohio Department of Administrative Services, the Office of Housing and Urban Development, the Bayer Corporation, The Ohio State University, Area Agency on Aging, the Nebraska Army/National Guard, Heinz Frozen Foods, Boeing, EBMC, Honeywell, International Truck & Engine, MTD Products (Cub Cadet, Troy-Bilt & Bolens Lawn Products), etc.

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Masters degree in Labor and Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

Solving Employee Problems BEFORE They Happen!

For more information on this and other programs by Scott, just go to **www.scottwarrick.com**