

DRAFTING & DELIVERING EFFECTIVE PERFORMANCE APPRAISALS

by

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- How do most of our Performance Appraisals do more **HARM THAN GOOD**?
- How can managers **INSTANTLY** increase the accuracy of their reviews?
- What are the **MOST COMMON ERRORS** made in performance appraisals, and how can they be overcome?
- How can managers get employees to **TAKE MORE ACCOUNTABILITY** in the Performance Appraisal Process?
- What makes a **GOOD PERFORMANCE APPRAISAL FORM**...and what makes a **BAD ONE**?
- Should you “**SCORE**” or “**RATE**” employee performance...and if so, **HOW** should you do it?
- What is “**DOCUMENTATION**” ... and how should it be used?
- What makes appraisals **LEGALLY DEFENSIBLE** ... and is your appraisal a ticking time bomb?
- What role should the **EMPLOYEE PLAY** in the Performance Appraisal Process?

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

Join one of Ohio's most popular speakers as he reviews how to effectively and legally conduct performance appraisals with your employees in his own unique, practical, entertaining and humorous style. Scott will review the critical differences between a “good” review ... and a “not so good” review, how managers can make their jobs easier in delivering these reviews, and what role the employee plays in this process. Scott will show you how to use this information **IMMEDIATELY** with his own “rubber hits the road” approach as a human resource professional and employment attorney.



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Business First's 20 People To Know In HR

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Instructor

2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

Scott Warrick combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott's **["Employment Law Videos"](#)** on the ADA, FMLA, FLSA and Harassment.

["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#) &

Scott's **["Do It Yourself HR Department"](#)**

are favorites for anyone wanting to learn Employment Law and run an HR Department.

Scott's academic background and awards include:

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & 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

For more information on Scott, just go to www.scottwarrick.com