

LIVING THE FIVE SKILLS OF TOLERANCE

(<https://scottwarrick.com/products/open-enrollment-courses/>)

**EVERY ATTENDEE GETS A FREE COPY OF SCOTT'S
BEST-SELLING BOOK!**

FRIDAY, NOVEMBER 12, 2021

Session Runs From 9:00 am to 4:30 pm

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP

Scott Warrick Human Resource Consulting, Coaching & Training Services

Scott Warrick Employment Law Services

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WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

Are you ready for a fresh and practical look at Diversity and Tolerance that:

- Looks at the faults all humans share without alienating or blaming any single group of people,
- That focuses on how we **BEHAVE** rather than what you **BELIEVE** and
- Will give you the core skills we all need to survive in today's diverse and digital world?

No ... This is NOT your TRADITIONAL Diversity/Tolerance Program!

What ARE These Five Skills of Tolerance?

1. Emotional Intelligence Is **REQUIRED!**
2. Overcome Your Subconscious Brain & Resolve Conflict (*EPR*)
3. Identify & Stop Bullying
4. Understanding Real Differences vs. Stereotypes
5. Don't Be An **ENABLER!**

In This Session, Scott Will Address ...

- Why do **MOST** “Diversity/Tolerance” Programs **FAIL**?
- Why are these “**FIVE SKILLS OF TOLERANCE**” critical for any organization to thrive, as well as for your own happiness as a human?
- Why do so many white males still feel alienated whenever they hear a program on Diversity, Inclusion or Tolerance ... and how can you **INCLUDE EVERYONE**?
- What is the difference between a **SKILL-BASED** Tolerance Program and the traditional **CULTURALLY-BASED** Tolerance Program?
- How do you build a culture of **TRUST** ... and how do you **DEFINE** it?
- How should you define “**TOLERANCE**”?
- Why should you **NEVER** require your employees to be “**ACCEPTING**” of each other?
- Why does **EMOTIONAL INTELLIGENCE** play such a critical role in being a tolerant person?
- Are we humans **WIRED** to be **BIGOTS**?
- What is the **ONLY QUESTION** you need to ask to define your **EMPLOYEE CULTURE**?
- What is **ACCEPTABLE BIGOTRY**?
- Why did Coca-Cola train its employees in how to “**TRY TO BE LESS WHITE**,” which was defined to “**be less arrogant**,” “**be less defensive**,” “**be more humble**,” and “**break with apathy**”?
- Why does the best-selling book, “**White Fragility**” target only White people?
- What is the difference between **WHITE FAULTS** and **HUMAN FAULTS**?
- What standard is required by the U.S. Supreme Court? The Circuit Courts? The EEOC? The Southern Poverty Law Center?
- How do you **REALLY** build **ACCEPTANCE** of others?
- Why should you **NEVER** claim that a Tolerance and Diversity Program is for minorities?
- Why is your D&I Program just as critical to your organization as its Safety Program? Customer Service? And so on?
- What do CEOs **REALLY** want ... and why does a **TOLERANCE PROGRAM** give it to them?
- How can you **INSTANTLY** tell if your **SUBCONSCIOUS BRAIN** has **BIASES** and **PREJUDICES**?
- Exactly how does the **SUBCONSCIOUS BRAIN** work and how can we all “**REWIRE**” our brains to overcome these prejudices and biases?

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

Join Scott as he shows you why adopting **The Five Skills of Tolerance** are vital to your personal success and that of your organization in his own unique, practical and entertaining style. Scott will then show you how to use this information **IMMEDIATELY!**

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FRIDAY, NOVEMBER 12, 2021

FULL DAY SEMINAR SCHEDULE

REGISTRATION: 8:30 am to 9:00 am
MORNING SESSION: 9:00 am to 12:15 pm
LUNCH PROVIDED: 12:15 pm to 12:45 pm
AFTERNOON SESSION: 1:00 pm to 4:30 pm

COST:

\$150.00 per attendee

THIS SESSION IS APPROVED FOR 6.5 HOURS OF SHRM AND HRCI CREDITS

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**ATTENDEES WILL ALSO RECEIVE UP TO 9 HOURS OF 2021
SHRM & HRCI BUSINESS CREDIT WEBINARS FOR FREE! (\$300.00 VALUE!)**

**This meeting will be delivered through ZOOM...
So, come to relax, have fun and PARTICIPATE!**

To **REGISTER**, just go to www.scottwarrick.com and click on this icon
on the left side of the Home page.



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LEARNING POINTS

In this session you will learn...

- Why traditional D&I program often do more harm than good.
- How to implement the Five Skills of Tolerance in your organization.
- The real BUSINESS REASONS for implementing the Five Skills of Tolerance.
- Why implementing the Five Skills of Tolerance is the most important program you will ever adopt in your organization.

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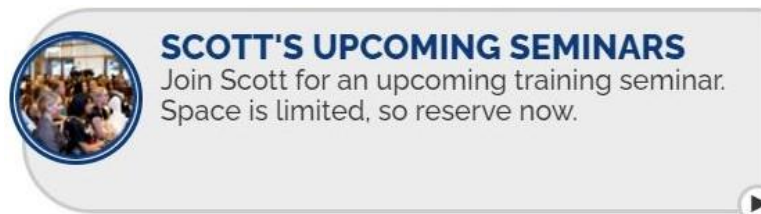
Scott's 2021 Fall Seminar Series Is Now Posted at WWW.SCOTTWARRICK.COM.

DEVELOPING YOUR EMOTIONAL INTELLIGENCE:
A DEEP DIVE UNDERSTANDING
FRIDAY, OCTOBER 22, 2021

LIVING THE FIVE SKILLS OF TOLERANCE
FRIDAY, NOVEMBER 12, 2021

WHAT THE HECK HAPPENED?
2021 EMPLOYMENT LAW UPDATE
FRIDAY, DECEMBER 10, 2021
&
WEDNESDAY, DECEMBER 15, 2021

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If you have any questions at all, please feel free to shoot me an email or give me a call.

Scott

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is both a practicing Employment Law Attorney and Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!**

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott is also a best-selling author. His first book, **Solve Employee Problems Before They Start: Resolving Conflict in the Real World**, is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, **Living The Five Skills of Tolerance: A User’s Manual For Today’s World**, is also a #1 Best Seller in 13 categories, including Business Leadership, Educational Leadership, Minority Studies, Organizational Change, Religious Intolerance and Race Relations.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Intelligence Instructor and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008 and 2012. Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

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

