

Scott

"The Brain Guy"

"Tolerance Five Skills F

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https://scottwarrick.com/

- □ Scott Warrick, JD, MLHR, CEQC, SCP
- 40 years experience in HR and Employment Law
- Capital University College of Law (Class Valedictorian (1st out of 233))
- Nationally Certified Emotional Intelligence Counselor
- Business First Magazine's "20 People To Know In HR"
- CEO Magazine's Human Resources "Superstar"
- HRACO's Linda Kerns Award for Outstanding Human Resource Creativity
- The Ohio State Human Resource Council's David Prize for Creativity in HR Management

HEALING FIVE SKILLS TOLERANCE SCOTTWARTICK.COM

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What is Scott Warrick's Human Resource Consulting & Employment Law Services?

- "Scott Warrick's Consulting, Training & Employment Law Services" uses the **LAW** and **HUMAN RESOURCES** to "Solve Employee Problems <u>BEFORE</u> They Happen."
- Scott trains managers and employees in over 50 different programs.
- Scott uses POLICIES and CONTRACTS to reserve the rights employers need to get them to where they want to go.

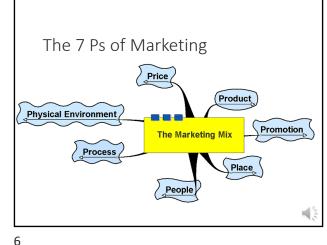
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Disclaimer

This information is provided for educational purposes only. It is intended to be generic in nature and should not be applied nor relied upon in any particular situation without the advice of your attorney.

Human Resource Consulting & Employment Law Services are offered through Scott Warrick.



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The Marketing Mix

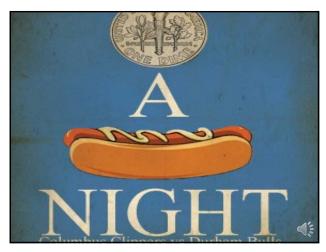
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- The tools available to a business to gain the reaction it is seeking from its target market in relation to its marketing objectives
- 7 Ps Price, Product, Promotion, Place, People, Process, Physical Environment
- Traditional 4 Ps were later extended by 3 additional Ps to encompass growth of service industry

Price Strategies:
Skimming
Penetration Price Psychological Cost-Plus Loss leader etc Promotion Physical Environment 8









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Pricing

- Must consider transportation and insurance costs, taxes and tariffs.
- Determine what customers will spend.
- Ensure that foreign buyers will pay them.
- May need to simplify a product to lower price.

Legal Considerations & Pricing

Tariff

A tax levied on goods entering a country.

Quota

Limit on the amount of a product that can enter a country.

Boycott

Exclusion of products from a country.

Exchange control

Foreign exchange must be sold to a control agency.

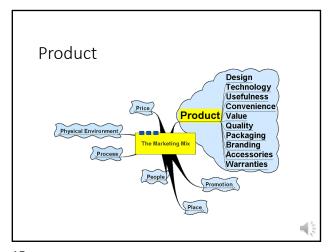
Market grouping

A common trade alliance.

Trade agreement

An agreement to stimulate international trade.

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Product

• Methods used to improve/differentiate the product and increase sales or target sales more effectively to gain a competitive advantage e.g.

• Extension strategies

• Specialized versions

• New editions

• Improvements – real or otherwise!

• Changed packaging

• Technology, etc.

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Positioning of product or service

 Statement that distinctly defines the product in its market and against its competition over time

Consumer promise

 Statement summarizing the benefit of the product or service to the consumer

Product packaging

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- Discuss form-factor, pricing, look, strategy
- Discuss fulfillment issues for items not shipped directly with product

COGs

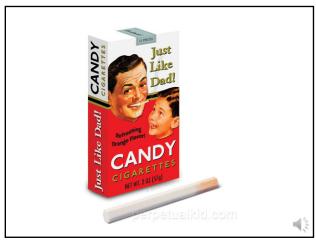
 Summarize Cost of Goods and high-level Bill of Materials

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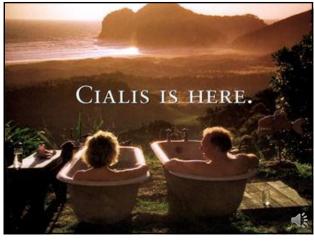


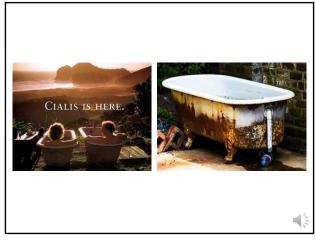






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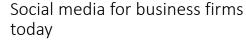
Social media and networking

- Social Media are the platforms that enable the interactive web by engaging users to participate in, comment on and create content as means of communicating with their social group, other users and the public.
- Includes such sites as YouTube, Twitter, Pinterest, GooglePlus, LinkedIn, and Facebook.

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What do social networking sites provide?

- Wide variety of content formats
- Interaction between platforms
- Offers unlimited levels of interaction and engagement from users
- Viral capabilities and increased information distribution
- Provides one-to-one, one-to-many, and many-tomany communications
- Real times communication and opinions
- Easily accessible on a large amount of devices



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- Increased visibility to customers and consumers
- An interactive platform for business to communicate with their target demographic
- Viral ability to share and recommend products and services
- Free platform for discussion, customer feedback and provide promotional opportunities for companies



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- How many people participate in social media today?

- What networks and media outlets do they use?
- And what do they use them for?



Social Media Outlets

Flickr

You Tube

Promote Network

Share

Linked in

yelp

35 36

twitter

Description

- Smaller, up and coming platform
- Fast moving, with rapidfire stream of comments
- Less personal than Facebook; you can "follow" or be followed by thousands
- More followers does not necessarily mean better

Getting Started

- Set up your <u>profile</u>
- Connect with friends, colleagues, contacts
- When tweeting, blend a combination of daily activities and adventures with interesting links to articles and videos
- Be conversational, interesting, engaging in your tweets
- Provide value to your followers



Creative Uses of Twitter

- Be fun and interactive
- Instant word of mouth
- Give customers a voice

Answer customer questions New promo: Twitter u r at Patxi's, show your server, and your first fountain beverage (with purchase) is free or your first PBR is only \$1!



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facebook.

Description

- Giant user base (>600 million users)
- Friends connect with friends and follow news streams
- Good for networking, relationship building
- Includes a range of possibilities for marketers: communities, games/applications, advertising
- More fans does not necessarily mean better

Getting Started

- Create an official business fan page
- Set up a <u>business account</u>
- Secure a <u>URL</u> for your fan page
- Post links, videos, photos, and business updates through your newsfeed
- Ask for feedback through "discussions"
- Other: groups, events, applications

facebook

Mission

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- Facebook's mission is to give people the power to share and make the world more open and connected.
- Millions of people use Facebook everyday to keep up with friends, upload an unlimited number of photos, share links and videos, and learn more about the people they meet.



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Background

- February of 2004. Facebook was founded by Mark Zuckerburg when he was nineteen-year-old attending Harvard University in
- Mid-2004, Zuckerburg incorporated the business and named Sean Parker, the mind behind Napster, as president. Headquarters were moved to Palo Alto, California.
- October of 2007: Microsoft purchased a 1.6% share of Facebook for \$240 million.
- 2008: International headquarters are established in Dublin, Ireland.
- 2011: Facebook moves to Menlo Park, California to the old Sun Microsystems Campus where it is currently located today.
- It is currently the largest social network in the world, boasting more than four hundred million members and usage rates that would be the envy of most media companies.



Executive Management



Mark Zuckerberg Founder, Chairman and Chief Executive Officer



Sheryl Sandberg Chief Operating Officer

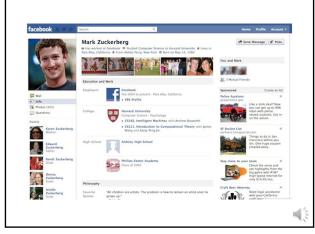


David Ebersman Chief Financial Officer

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Facebook user statistics

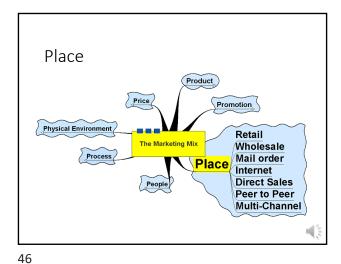
- 901 million monthly active users at the end of March 2012.
- Approximately 80% of our monthly active users are outside the U.S. and Canada.
- 526 million daily active users on average in March 2012.
- 488 million monthly active users who used Facebook mobile products in March 2012, and more than 500 million mobile monthly active users as of April 20, 2012.
- During March 2012, on average 398 million users were active



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Solutions for Businesses

- Discussion Boards
- Events
- Information
- Notes
- Photos
- Reviews
- Video
- Wall



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Place

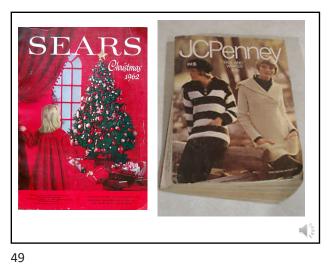
- The means by which products and services get from producer to consumer and where they can be accessed by the consumer
 - The more places to buy the product and the easier it is made to buy it, the better for the business (and the consumer?)

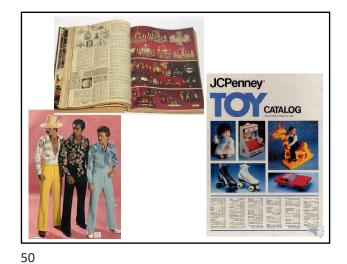
Place-Distribution

Distribution strategy?

Distribution by channel
• Show plan of what percent share of distribution will be contributed by each channel -- a pie chart might be helpful

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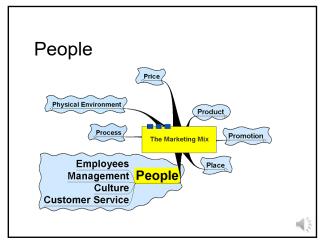














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People Represent The Business The image they present can be important First contact often human – what is the lasting image

- they provide to the customer?
- Extent of training and knowledge of the product/service concerned
- Mission statement how relevant?
- Do staff represent the desired culture of the business?



Demographic makeup

Marketing considerations

- Population density
- Urban or rural
- Personal income
- Rise of global middle class
- Supply of professionals

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MOTTO

"We are ladies and gentlemen serving ladies and gentlemen."



THREE STEPS **OF SERVICE**

A warm and sincere greeting. Use the guest's name.

Anticipation and fulfillment of each guest's needs.

Fond farewell. Give a warm good-bye and use the guest's name.

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59 hotels in 20 countries

28,000 employees

284 hours of training each year



Malcolm Baldrige **National Quality Award**

1992 and 1999















Process Especially relevant to service industries Process
How are services consumed?

Process

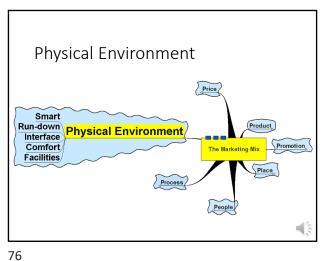
- How do people consume services or product?
- What processes do they have to go through to acquire the services or product?
- Where do they find the service or product?
 - Contact
 - Reminders
 - Registration
 - Subscription
 - Form filling
 - · Degree of technology

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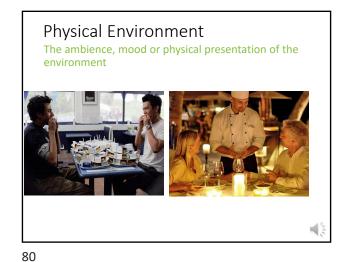


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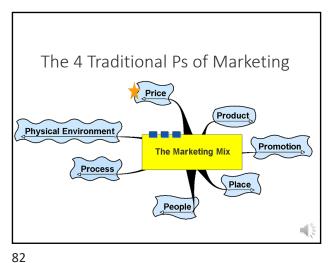
Physical Environment The ambience, mood or physical presentation of the environment • Smart/shabby? • Trendy/retro/modern/old fashioned? • Light/dark/bright/subdued? • Romantic/chic/loud? • Clean/dirty/unkempt/neat? • Music? • Smell?

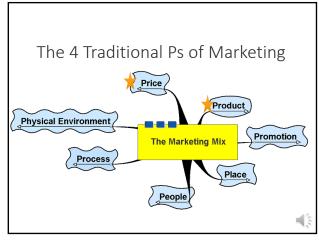
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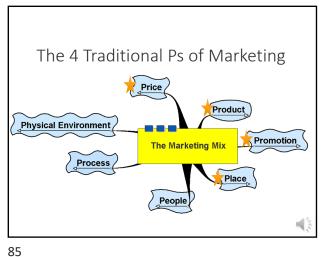


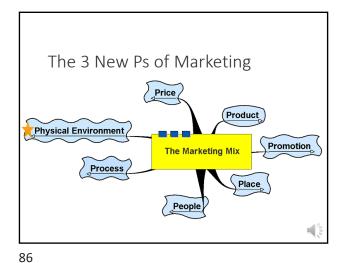




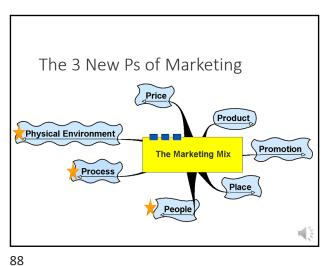












The Marketing Mix Blend of the mix depends upon: Marketing objectives Type of product Target market · Competition's behavior • Global issues – culture/religion, etc. Marketing position

THE TRIP WHERE are we now? · WHEN are we leaving? • WHERE should we go? · WHO will do the driving? · WHERE have we decided to go? · WHY are we going? · WHAT are the conditions which may affect us? · HOW are we going? · HOW much will the trip cost? · HOW will we measure our progress · WHAT is our plan for alternate routes? (Contingency Plan)

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Strategic plan

- Defining the company mission.
- Setting company objectives and goals.
- Designing the business plan.
- Planning the marketing and other functional activities.

DEFINING YOUR PRODUCT

What if your product is "Service"?

What if your product is "Tangible"?

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PRICE

What if your product is "Service"?

What if your product is "Tangible"?

DRODUCT.

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PRODUCT

What if your product is "Service"?

What if your product is "Tangible"?

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What if your product is "Service"?

What if your product is "Tangible"?



PLACE

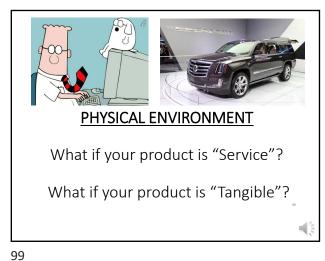
What if your product is "Service"?

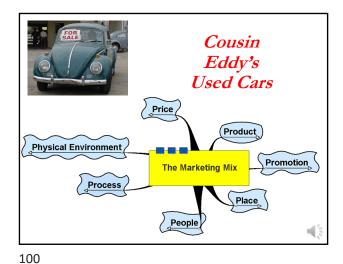
What if your product is "Tangible"?

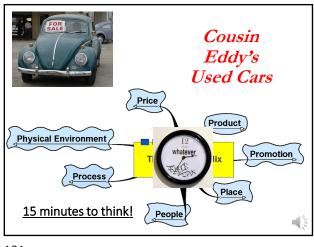
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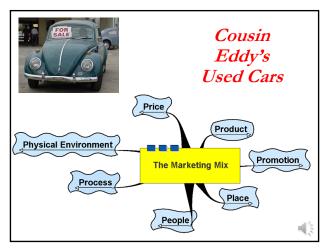






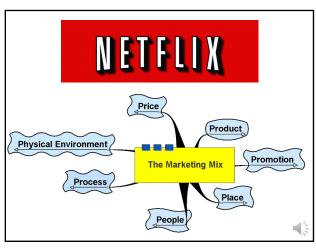










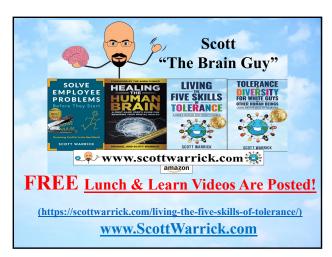




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For more information and further assistance, please contact ...

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