

“BIFOCALS FOR HUMAN RESOURCES: Paving The Road To Tactical & Strategic HR”

by

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- What is **REALLY** the **DIFFERENCE** between “**TACTICAL**” and “**STRATEGIC**” Human Resources?
- What **CONTRACTS** should HR have **EVERY EMPLOYEE** sign as a condition of employment?
- Why should your **EMPLOYMENT APPLICATION** be a **CONTRACT** and what should it **SAY**?
- What is an “**INVENTORY CONTROL AGREEMENT**,” a “**SALARIED WAGE AGREEMENT**,” and a “**DEFAMATION RELEASE AGREEMENT**” ... and what should HR be doing with them?
- How do you write **HANDBOOKS** so they **UNTIE** an employer’s hands rather than binding them?
- What are the legal differences between **CONTRACTS** and **POLICIES**, and when should each be used by HR?
- What are the **FOUR CRITICAL MISTAKES** HR professionals make in their organizations ... and why do they lead to their **TERMINATION**?
- What do CEO’s value **MOST** in Human Resources ... and what do they value **LEAST**?
- Can you **CALCULATE** the **RETURN ON INVESTMENT** your HR function adds to the **BOTTOM LINE**?
- What specifically should the Human Resource professional do to become an “**INTERNAL CONSULTANT**” rather than an “**ENFORCER**”?
- How do **LAWYERS** get HR people fired?

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

Join Scott Warrick, one of Ohio’s most popular speakers, as he **CLEARLY** reviews the difference between the **TACTICAL** (“Nuts and Bolts”) of HR and HR’s role as a **STRATEGIC** partner, making it **INVALUABLE** to the organization. Scott will show you how the “C-Suite” views Human Resources and how any HR professional can quickly improve its image and effectiveness in its organization in his own unique, practical, entertaining and humorous style. Scott will not only tell you how to advance your career, but he will use his 40 years of Human Resource Management experience to tell you how to use this information **IMMEDIATELY!**

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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 TWO-TIME 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, Race Relations and Workplace Culture, to mention a few.

Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

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 Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 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.

