

EFFECTIVELY COACHING & WARNING EMPLOYEES

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- What do organizations have to do to **PREVENT LAWSUITS** rather than just **WINNING THEM**?
- What are the **STEPS OF COACHING** managers should follow when dealing with employees?
- How can you **RESOLVE CONFLICT** rather than **ESCALATING** it?
- How should you define “**RESPECT**”?
- What are “**EPR**” **SKILLS** and why are they **CRITICAL** in keeping others off the defensive?
- What is the “**NEUROLOGY OF EMOTIONS**” and why do we humans react the way we do?
- What is “**EMPLOYMENT AT WILL**” ... and why can you **NOT** count on it?
- Why can you rely on the statements given to you by employees and why are they not “**HEARSAY.**”
- What is the “**HONEST BELIEF RULE,**” and must every manager know it?
- What are the **STEPS OF COACHING** managers should follow?
- When is it appropriate to **DIGITALLY RECORD** a written warning and/or termination?
- What steps should you follow when **DELIVERING** a written warning?
- How do you **DOCUMENT VERBAL WARNINGS**?
- What do you do if an employee **REFUSES TO SIGN** a written warning? (No...You do **NOT** go and get a witness and send the employee back to work!)

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

Join Scott as he outlines for you how to most effectively document and then warn employees in such a way that **PREVENTS** lawsuits in his own unique, practical, entertaining and humorous style. Scott will not only outline these processes for you, but he will review how to use this information **IMMEDIATELY!**

In this session, you will learn:

- 1. What is protected and what is not under EMPLOYMENT AT WILL.**
- 2. What legally constitutes DOCUMENTATION today.**
- 3. How to properly COACH employees.**
- 4. How to properly draft a WRITTEN WARNING.**

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is a two-time best-selling author, a national professional speaker, a practicing Employment Law Attorney and a 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 and entertaining style.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!** Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

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 three-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 next book was published under two alternative titles, **Tolerance and Diversity For White Guys ... And Other Human Beings** and **Living The Five Skills of Tolerance: A User’s Manual For Today’s World**, is also a #1 Best Seller in 13 categories on Amazon. His most recent book, **Healing The Human Brain**, is an International Best Seller in 14 categories with sales in over a dozen countries across the globe.

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.