

# The 7 Myths & 7 Skills of Strategic HR

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

*Scott Warrick Human Resource Consulting & Employment Law Services*

(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)

[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)

Link Up With Scott On [LinkedIn](#)

- Why does the “**ME TOO**” movement say **NOT TO TRUST HR**?
- Why did Harvard Business Review say that today’s CEO’s prefer to get their CHROs from operations, marketing, or corporate law ... **RATHER** than from the field of human resources?
- What is the **REAL DIFFERENCE** between “**TACTICAL**” and “**STRATEGIC**” Human Resources?
- What does it **REALLY** mean to be a “**STRATEGIC PARTNER**”?
- What are the “**7 MYTHS**” HR professionals have been told for years that keep them from becoming **STRATEGIC PARTNERS** ... and often leads to their **TERMINATION**?
- What **7 SKILLS** must every HR professional adopt in order to become a **STRATEGIC PARTNER**?
- What specifically should the Human Resource professional do to **DEVELOP A CULTURE** where HR becomes a “**STRATEGIC INTERNAL CONSULTANT**” rather than an “**ENFORCER**”?
- What role should HR play in **STRATEGIC GOAL SETTING, PLANNING & the EXECUTION** of these goals?
- What **FOUR FACTORS** must be considered in a proper **RISK ANALYSIS**?
- What is the difference between “**CONTRACTS**” and “**POLICIES**” ... and when should HR use each one?
- How can HR calculate the “**RETURN ON INVESTMENT**” on the cost of labor?
- What **FINANCIAL MEASUREMENTS** should every HR professional know off the top of their head?
- How can Human Resources have a **DIRECT IMPACT** on helping the organization **REACH ITS STRATEGIC GOALS**?
- Why is HR **NOT** the “**VOICE OF THE EMPLOYEES**”?

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

Join Scott Warrick, one of Ohio’s most popular speakers, as he **CLEARLY** reviews the **7 MYTHS** and the **7 SKILLS OF STRATEGIC HR** difference between the **TACTICAL** (“Nuts and Bolts”) aspects 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!**

## **HR'S ULTIMATE GOAL: *Become An Internal Consultant***

### **7 HR MYTHS**

1. **“Human Resources Is The Voice For The Employees”**
2. **“You Have To Treat Everyone The Same Because Discrimination Is Illegal”**
3. **“Getting Sued Is The Worst Thing That Can Happen To An Organization”**
4. **“Good Employee Relations Means Never Offending Anyone”**
5. **“We Need To Develop All Of Our Employees”**
6. **“Human Resources Is The Moral Compass & Legal Enforcer”**
7. **“Being An HR Expert Gets You To The C-Suite”**

### **7 HR SKILLS**

1. **Know Who Your Client Is**
2. **Get Your Clients Where They Want To Go**
3. **Understand & Practice REAL Risk Assessment**
4. **Don't Enable The Hypersensitive Employees**
5. **Develop Your Tops ... Get Rid of the Flops**
6. **Know The Law ... So You Can Get Your Clients Where They Want To Go**
7. **Educate Yourself In Business (Company, Industry, Strategic Planning & Finance)**

In this session you will learn...

1. What it means to be a Strategic HR professional.
2. Who the HR professional's client really is.
3. How to make it to the C-Suite.
4. What MYTHS we have all been told that HR people need to ignore.

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP ([www.scottwarrick.com](http://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.

***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’s first book, [Solve Employee Problems Before They Start: Resolving Conflict in the Real World](#), is a #1 Best Seller for Business and Conflict Resolution on Amazon. 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 on Amazon, including Business Leadership, Minority Studies, Organizational Change, Management, Religious Intolerance, Race Relations and Workplace Culture, 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](http://www.scottwarrick.com).

