

What is OFFENSIVE?

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- What does it **REALLY MEAN** to be **OFFENSIVE**?
- How can we spot an **OFFENSIVE PERSON IMMEDIATELY**?
- Do you have employees who are **OFFENDED BY EVERYTHING**?
- What does it mean to be “**HYPERSENSITIVE**”?
- How did the U.S. Supreme Court define “**HYPERSENSITIVITY**” and what is “**OFFENSIVE**” in the workplace?
- How do the definitions of “**OFFENSIVE**” and “**ILLEGAL HARASSMENT**” differ?
- How can you use your **EPR, Empathic Listening, Parroting and “Rewards,”** to address any issue?
- Why are most managers “**ENABLERS**” when it comes to dealing with hypersensitive people ... and how can they avoid this fate?
- How can you **EFFECTIVELY CHANGE YOUR CORPORATE CULTURE** where **HYPERSENSITIVITY** and **OFFENSIVE CONDUCT** is not allowed?
- How do you effectively **DEAL** with **OFFENSIVE** and **HYPERSENSITIVE** employees?

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

Join Scott as he shows you how to deal with one of the biggest problems we have in our workplaces: **OFFENSIVE AND HYPERSENSITIVE** people. Scott will show you how to win back your workplace in his own unique, practical and entertaining style so you can start using his EPR skills method **IMMEDIATELY!**

LEARNING POINTS

In this session you will learn...

1. How to clearly define “**WHAT IS OFFENSIVE?**”
2. How to address **OFFENSIVE** and **HYPERSENSITIVE** employees?
3. How understanding **BRAIN HEALTH** gets you **WIDESPREAD BUY-IN** for your **DEI/TOLERANCE PROGRAM.**

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Scott's Bio

Scott Warrick (www.scottwarrick.com) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 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 on site in his own unique, practical and entertaining style.

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. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s next book, ***Living The Five Skills of Tolerance***, 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 worldwide.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which are customized for each client. Scott is a national speaker who travels the country presenting seminars on such topics as Healing The Human Brain, Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “**TOLERANCE & BRAIN HEALTH**” program.

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

Scott’s videos are also favorite tools for anyone wanting easy, convenient and affordable access to in-house training, including his **SCOTT'S SUPERVISOR MASTER VIDEO SERIES** and his **STOP BULLYING & HARASSMENT NOW!** video, which complies with all of the new EEOC Harassment Training Guidelines.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR 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.