



Celebrating 100 Years

Offered by Jewish Family Services
Career & Workforce Development Department

*Jewish Family Services helps individuals and families
facing life's challenges.*

Paving The Road From Tactical to Strategic HR

Wednesday, March 24, 2010

1:00-4:15 p.m.

**COTA
1333 Fields Avenue
Columbus, Ohio 43201**

Cost

Businesses: \$50

Non-Profit: \$45



Presenter:

**Scott Warrick, JD, MLHR, CEQC, SPHR
Human Resource Consulting**

Who Should Attend?

- Executive Officers/Directors
- Managers/Lead Line People
- Supervisors
- HR Managers

***ANYONE WHO
SUPERVISES PEOPLE!***

Receive HR Credit!

This program has been approved for 3 hrs. of **strategic** recertification credit hours through HRCI. The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met the HRCI criteria to be pre-approved for recertification credit.



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Paving The Road From Tactical to Strategic HR

- What is **REALLY** the **DIFFERENCE** between “**TACTICAL**” and “**STRATEGIC**” Human Resources?
- What **CONTRACTS** should HR have **EVERY EMPLOYEE** sign as a condition of employment
- 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 is “**PROMISSORY ESTOPPEL**” ...and what should HR be doing to protect the company?
- What are the **FOUR CRITICAL MISTAKES** HR professionals make in their organizations that keep them from becoming a **STRATEGIC PARTNER**... and often leads to their **TERMINATION**?
- How can you measure Human Resource’s impact on the organization from and **ROI** (“**Return on investment**’) perspective?
- What do CEO’s value **MOST** in Human Resources ... and what do they value **LEAST**?
- What specifically should the Human Resources professional do to **DEVELOP A CULTURE** where Human Resources becomes a “**STRATEGIC INTERNAL CONSULTANT**” rather than an “**ENFORCER**”?
- How do **LAWYERS** get HR people fired?
- Why should your **EMPLOYMENT APPLICATION** be a **CONTRACT** and what should it **SAY**?

Scott Warrick, JD, MLHR, CEQC, SPHR

Preventing employee problems from happening and training managers and employees on-site in over 40 topics. Scott travels the country presenting his revolutionary “Tolerance & Diversity for White Guys...And Other Human Beings,” which focuses on the Basic Skills needed to combat workplace bullying and harassment. Scott’s program teaches the importance of becoming an Emotionally Intelligent Communicator, which leads to a more tolerant workforce between managers and employees.

Scott’s academic background and awards include:

Master degree in Labor and Human Resources: The Ohio State University, Capital University College of Law (Class Valedictorian (1st out of 233) The Human Resource Association of Central Ohio’s Linda Kerns Awards for outstanding Creativity in the Field of Human Resource Management and The Ohio State Human Resource Council’s David Prize for Creativity in Human Resource Management.

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If you’re not happy, we’re not happy. Go back to work and apply what you learned at the seminar. If you’re not absolutely satisfied with the results you achieve, write us immediately. We’ll issue you a refund or arrange for you to attend another Career and Workforce Development seminar, free. *That’s our guarantee!*

REGISTRATION Cost: **Businesses: \$50/person; Non-Profits: \$45/person**

Registering is EASY...
Visit www.jfscolumbus.org



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Questions? Please call **Lynn Aspey, Director of Business Relations** at 614.559.0117 or email laspey@jfscolumbus.org

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