

**November 17, 2010**

**Troy HR Council Professional Development Workshop**

*This workshop will provide 3 credit hour for PHR/SPHR recertification*

**9:00 AM - 12:15 PM**

**Location: US Bank, Training Room  
910 W. Main Street  
Troy, Ohio 45573  
([directions](#))**



Scott Warrick, JD,  
MLHR, CEQC, SPHR  
[BIO](#)

**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?
- 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 “**DEFA- MATION 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?
- Why did “Fast Company” Magazine say they **HATED** HR and “CFO Magazine” say “Don’t Trust HR” ... and what should HR do to avoid these pitfalls?
- What are the **FOUR CRITICAL MISTAKES HR** professionals make in their organizations that keep them from be- coming a **STRATEGIC PARTNER** ... and often leads to their **TERMINATION**?
- What do CEO’s value **MOST** in Human Resources ... and what do they value **LEAST**?
- What specifically should the Human Resource professional do to **DEVELOP A CULTURE** where Human Resources becomes a “**STRATEGIC INTERNAL CONSULTANT**” rather than an “**ENFORCER**”?
- How can you measure Human Resource’s impact on the organization from an **ROI (“RETURN ON INVESTMENT”)** perspective?
- 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”) 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 im- age 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 over 25 years of Human Resource Management experience to tell you how to use this information **IMMEDIATELY!**

**Please fax this response form to the Troy Area Chamber of Commerce  
Fax: (937) 339-4944 or register on our website: [www.troyohiochamber.com](http://www.troyohiochamber.com)**

**Member:  \$49.00 Non- Member / Guest:  \$69.00  
Reservations not cancelled by November 16, 2010 will be billed**

**Name:** \_\_\_\_\_ **Company:** \_\_\_\_\_

**Name:** \_\_\_\_\_ **Company:** \_\_\_\_\_

**Reservations must be received by noon on Tuesday, November 16, 2010**