

(Mobile book) Firing at Will: A Manager's Guide

Firing at Will: A Manager's Guide

Jay Shepherd

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BY
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Jay Shepherd : Firing at Will: A Manager's Guide before purchasing it in order to gage whether or not it would be worth my time, and all praised Firing at Will: A Manager's Guide:

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billable hours system, employees first, no handbooks and evaluations. Entertaining, educational and engaging! 10 of 10 people found the following review helpful. Full of practical advice. A must-read for employers. By Russell Beck This is a must-read for employers. It's full of great, practical advice from a lawyer who specialized in management-side employment law for many years. Equally important, it's written in clear, understandable language -- without the legalese (or tedium) normally associated with the topic. 7 of 8 people found the following review helpful. If you manage people, read this book. By Heather Bussing Firing At Will is not for the timid. Shepherd recommends that you throw out your policy manual, get rid of progressive discipline, and (gasp) treat people differently. And when it's time to fire someone, which is usually earlier than you think, Shepherd guides you through the questions to ask, what to say, and what paperwork to use. More importantly, he teaches how to handle a difficult, emotional situation both professionally and respectfully. Firing At Will is a smart and common-sense approach "to the riskiest thing you can do at work with your clothes on." See my complete review at [...]

Firing at Will shows managers and employers how to do the most difficult part of their jobs: firing employees. Written by a leading employment lawyer in a refreshingly un-lawyerly style, this guide takes the reader through the always-risky process of letting an employee go. Many employers and managers are afraid to pull the trigger when the employment relationship has broken down, and will postpone the decision by using progressive discipline and performance-improvement plans. However, an employer must be able to unload employees who threaten to undermine the company and its prospects, regardless of the risks involved in a termination. This book explains how to do it, how not to do it, and how to minimize the danger of an expensive employee lawsuit. No one said being an employer or manager was easy. Fortunately, knowing how to fire employees will make your job much, much easier in the long run and save you heartache. Firing at Will teaches you what you need to know, without any legalese or boring recitations of statutes and case law. This book is filled with plain-English common sense, based on Jay Shepherd's 17 years of protecting employers in court. The style is conversational and often irreverent, but the lessons and tips are battle-tested. If you want to be a successful manager or employer and sleep easier, you need to know how to fire at will. Gives employers and managers real-world advice on how to fire employees Teaches how to keep your company and yourself out of expensive employee lawsuits Guides you toward building a workplace where you'll need to fire fewer employees What you'll learn How to make the ultimate decision to fire an employee, and how to carry out that decision The 30 riskiest employees to fire The critical "Retained Dignity" factor, and why you need to keep it as high as possible Why progressive discipline and performance appraisals are ineffectual How your hiring methods and decisions can help you avoid firing employees later How to have "gruntled" employees who wouldn't dream of suing you Who this book is for Firing at Will is a handbook for managers, employers, business owners, human resources professionals, and in-house counsel. Most of these readers will have had very little training in the hows and whens and whys of firing employees. Most people just follow their instincts, often leading to disastrous consequences. For anyone who has the responsibility of hiring and supervising employees, Firing at Will gives guidance and direction to lower the risks of employee terminations.