

HUMAN RESOURCES BOOT CAMP

Marcia Dickerson Consulting

Overview

Human Resources Boot Camp is a small group training program aimed at giving a thorough overview of best practices in HR. HR professionals, business owners, and manager benefit from learning how people management can improve their organization's function and finances.

Sample Slides

Federal Employment Laws

Anti-Discrimination Laws

- Immigration Reform and Control Act
- Title VII of the Civil Rights Act (1964 & 1991)
- Americans with Disabilities Act and ADAAA
- Pregnancy Discrimination Act
- Pregnant Workers Fairness Act
- Providing Urgent Maternal Protections for Nursing Mothers Act
- Age Discrimination in Employment Act

Compensation Laws

- Fair Labor Standards Act
- Equal Pay Act

Avoid These Interview Questions

UNRELATED TO THE JOB Appear to be job related, but don't separate performers	REHEARSED Experienced interviewees have prepared responses to questions
PUZZLES AND UNANSWERABLES Irrelevant and impossible	THINGS YOU SHOULD TELL

Four Elements of Onboarding

Compliance

- Basic legal, ethical, policy, and rule requirements for the company and job

Clarification

- Job and performance expectations

Culture

- Company history, values, norms, and traditions

Connection

- Develop formal and informal relationships with others in the workplace

Details

- 4 or 6 hour course
- Interactive format with sample scenarios and questions for discussion
- Best for 5 - 30 participants

Testimonials

"As a seasoned manager, this class helped me get in touch with today's world of HR needs."
"Marcia is extremely knowledgeable and very easy to learn from."
"Short, sweet, and extremely informative, with ample opportunities to ask questions. Marcia clearly knows her stuff!"
"Massive bang for the buck! This class is packed full of helpful and clearly presented information."

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