

*Come and meet
your "ideal" employee!*

John Doe?? Really? Absolutely. Why? For many, if not most employers, the "ideal" employee must be bereft of any identity or personality, an automaton. The "ideal" employee must be astute enough to avoid having any political affiliations or risk being perceived as a political wack job; astute enough to avoid having any cultural identity or risk being perceived as too "culturally sensitive" (translation: too Black, a feminist, too Latino or pro-immigration, pro-or-con abortion, etc.); and the "ideal" employee must be a "good match" for your organization, but unfortunately, since the "glass ceiling" remains the bastion for lily-white males, a "good match" for your organization is rarely anyone other than a token woman or minority. Plus, and equally important, to reflect the current social landscape, the "ideal" employee must be overweight or obese, as are seventy-five percent of U.S. adults. In summary, despite so many laws to prompt social change, so very, very little has changed. In fact, the clear majority of HR departments don't even conduct walk-in interviews anymore, because ironically, face-to-face contact with actual "human beings" is the very last thing HR departments want. Sadly, HR departments have played a key role in maintaining the status quo, and making the work environment "at-will" friendly. For example, don't you think it's disingenuous to "promote" company loyalty while repeatedly eliminating staff via reductions-in-force?

HR directors complain about being inadequately staffed, but such arguments frequently demonstrate poor management and a failure to adapt technology to achieve strategic business unit objectives. Instead of validating if a candidate can actually perform the posted essential job functions (the work), too many employers conduct psychological assessments that have absolutely nothing to do with the performance of the essential job functions. Likewise, there's absolutely no correlation between requiring pseudo-HR credentials (PHR, SPHR, etc.) and achieving specific corporate financial objectives and realizing sustainable upswings in organizational productivity.

As demonstrated by Steve Jobs, Jack Welch, Lee Iacocca and many others, the "human" ability to create and inspire does not languish in an ERP, HRIS or applicant tracking system; nevertheless, you "HR people" stick all of your human sardines into a database of IP mediocrity. Why did you kill the "human" in Human Resources? Join us, and we'll provide you with viable solutions to put the "human" back into your human resources.

John Doe!



John Doe, your seminar instructor has 33 years of subject matter expertise in all HR disciplines.

Far too many disgruntled candidates and employees say,

"HR Sucks!"



**WHY DID YOU
KILL THE
HUMAN
IN
HUMAN
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WHAT HAPPENED TO THE HUMAN ELEMENT IN HR?

SKWEVED SELECTION

Absent any proof the candidate is unable to perform the posted essential job functions, candidates are automatically excluded if a "key word" search of their resume bears no fruit.

The Uniform Guidelines on Employee Selection enable employers to validate the skills, knowledge, and proficiencies of candidates before hire. Unfortunately, the clear majority of employers refuse to validate candidate skills prior to hire.

Why is HR so scared to be fair? Scared to comply with the law?

The at-will doctrine between employer and employee is completely unemotional. However, many hypocritical employers use emotion-based pre-employment psychological tests to determine the mental state of candidates but without any assessment against the posted essential job functions.

Why does HR whine about its failure to perform?

Women do not exist in the majority of senior level positions even in industries heavily populated by women, such as health care and K-12 public education. However, to appear in consent with AA/EEO, the general work-around for the past 25 years is to dump women in HR and to have women manage women.

Why does organizational performance suffer at the hands of HR?

As defined by the at-doctrine, the relationship between employer and employee is completely unemotional. However, employers use pre-employment psychological tests to determine the mental state of employees.

MODERN SLAVERY

Employees are not "human beings." Instead, employees exist as "human capital," with at-will employment used to constrict company loyalty and career longevity to the privileged few.

ORGANIZATIONAL DEVELOPMENT

The "good-ole-boys" love to have women in Human Resources, because HR is the best place to "dump" women in senior level positions that ultimately have no "financial control or power."

GLASS CEILING FOREVER

FACT: Women and minorities have always made less than White males who perform the same job, and they always will; and HR manages the perpetuity of this inequity.

THIS SEMINAR WILL SELL OUT FAST! REGISTER NOW!

LEARN HOW TO PUT THE "HUMAN" BACK IN HR!

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How can you hire the best if you don't validate before hire that the candidate is the best?

-- John Doe
Seminar
Instructor

The only meaningful salary survey is the one you don't pay for!

-- John Doe
Seminar
Instructor

AA/EEO/ADA?

No one cares about that stuff anymore, especially in Nebraska. After all, we elected Obama. Enough is enough! Right?



* No cancellations. Lunch and parking not included.

Stick a fork in it. We're done pitching this seminar! Join us!

