

# Firing without Fear of Consequences

## *The Hidden Costs of Firing & Limiting Your Risk*

*Terminating an employee does not have to be scary if done right.*



Terminations can be nerve-racking, no matter how necessary – but hoping you don't get sued is not a management technique! Instead, you need to know which situations require extra caution, for what reasons you can legally terminate, and how to anticipate and limit your risks. This includes understanding which state and federal laws apply in any given situation and taking into account the hidden costs of terminations.

Join Paul Edwards and learn **essential information** and **powerful tactics for navigating terminations** with assurance. Discover best practices for making termination decisions, how to reduce your vulnerability to post-termination complaints, and, when firing an employee is necessary, how to let them go with dignity and without fear of adverse consequences.

Employer empowerment begins here – face necessary terminations with confidence!

### PARTICIPANTS WILL LEARN:

- The hidden costs of termination, and how to evaluate termination decisions
- Advanced HR techniques for addressing any issue with any employee, and encouraging your team to self-correct and improve
- Proven action plans for moving forward when you need to let someone go
- How to overcome fear of confrontation, and what to say in the termination meeting so you can fire with dignity
- How to avoid the most common termination mistakes
- Results-driven techniques to hire smarter and keep only the best employees on your team, eliminating costly future turnover
- The critical role of your employee handbook in supporting legal terminations

**Suggested Program Length: 1 – 2 hours**

### *Practical & Proven Techniques*



**Paul Edwards**

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