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WCASHRM Managers Seminar

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**How to make your
manager happy with lower
attorneys' fees!**



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Top 5 Ways to Avoid Attorneys Fees!

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- Be a good listener
- Be a good scribe
- Be “above the drama”
- Be knowledgeable
- Be willing to get help

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But first a word about legal disputes...

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- What is a good listener?
- Be curious, not judgmental – Ted Lasso
- “Listen” with your eyes.
- ABL – always be listening.
- Introducing the arch nemesis and enemy of the good supervisor – TIME!

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- What is a good scribe?
- Documentation – the love language of HR
- Write like a reporter, not like an opinion columnist
- If it is worth doing, it is worth doing well.
- Luke....use the...technology – Star Wars (maybe?)
- Beware the enemy!

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- How do you stay above the drama?
- Remember your goals. Is it to “win,” “be right,” “show your manhood/womanhood,” or is it be a success.
- Remember your role.
- Remember the value you have because of how you respond.

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- How do you be knowledgeable?
- Congratulations!
- Policies, handbook, processes
- “Triggers” for follow up

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- Are you willing to ask for help?
- Are you too worried about what someone will think if you have to ask for help?
- Understand how valuable it is for a company to have someone who knows what they don't know and admits it. This builds trustworthiness and credibility.

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DOES ANYONE HAVE ANY QUESTIONS

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THANK YOU

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