

CAVIGNAC & ASSOCIATES INSURANCE BROKERS

HR Practices That Streamline the HR Function and Grow the Bottom Line

- Presenters:** Don Phin, Esq., President
HR That Works
- When:** Friday, January 20, 2012
- Time:** Seminar: 8:00 – 10:30 a.m.
- Where:** Cavnignac & Associates
FOCUS Room
450 B Street, Suite 1800
San Diego, CA 92101
- Cost:** Complimentary for Clients

Seating is limited!

Please RSVP to Darcee Nichols
by Thursday, January 12, 2012
dnichols@cavnignac.com or 619-744-0596



A Note About Parking at 450 B Tower

Even if the parking garage sign reads "Closed" when you arrive, please ignore it and park in the garage.

2012 will be another year with exciting human resource challenges and opportunities.

While many of us may not be recruiting for added positions, almost all of us can anticipate having at least one replacement opening we did not expect. Identifying and hiring the right person for that opening will be a very important event.

Performance management and productivity are areas we need to keep a laser sharp focus upon. As our companies continue to face rough economic conditions and competition we must ensure our employees have the resources and opportunities that will enable them to contribute to the success and profitability of the organization.

Retention of our good performers is another challenge and one we need to pay particular attention to. Our competitors are as interested in our top talent as we'd better be!

Lastly, let's talk compliance. Ernst & Young's recently released Business Risk Report indicates that among the top 10 risks identified by business owners, regulation and compliance is #1 with managing talent coming in at #4.

Join us for a 2-hour program presented by Don Phin, Esq., author of HR That Works. Don will be going through the site to show you exactly how you can use the material in it to support each and every aspect of your human resource operations.

We are convinced that you will find great value in attending this program. The material being covered is topic specific and exactly what we need to be focused on as we begin 2012. Please come as our guest and see first-hand how using the material in the HR That Works program can help take the work out of your human resource responsibilities and even make them easier!

About the Presenters

Don Phin is the founder and president of HR That Works and has been an employment practices attorney for 27 years.

