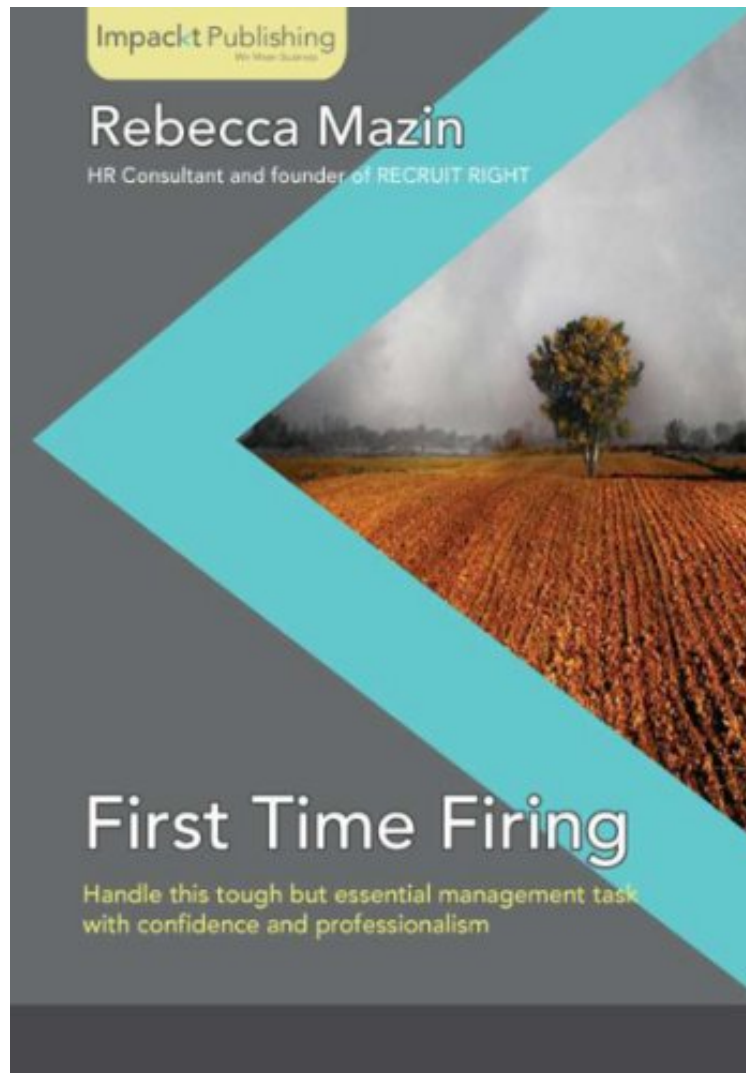


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First Time Firing

Rebecca Mazin

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Rebecca Mazin : First Time Firing before purchasing it in order to gauge whether or not it would be worth my time, and all praised First Time Firing:

0 of 0 people found the following review helpful. Helpful for any Manager
By Dr. Greg Chartier, SPHR, GPHR
Rebecca Mazin has done it again; written an easy to read and simple to follow guide that any manager can use to perform one of the most uncomfortable tasks that any manager has to face, firing an employee. I especially like the checklists and the two special areas: Make a Note and Tips. There is no doubt that being a manager in today's business environment is difficult, perhaps more difficult than it has ever been. At the same time, managers are responsible for ensuring that collective capacity of their people to create value. The unfortunate truth to that conundrum is that some people do not belong in the firm and must be let go. The book is not only helpful but encouraging in its' guidance

through the many pitfalls that our litigious workplace presents. I would recommend it to anyone.

Firing someone is never easy; it shouldn't be. The key to minimizing sweaty palms and the chance of stuttering through a statement is remembering that this is a business decision, and a business conversation. It requires preparation and planning for success. *First Time Firing* will provide you with clear and practical guidance to making termination decisions and acting on them. It will take you from making that first decision of the process, through preparing notes and recommendations, to delivering the news with confidence. Firing people is a difficult but necessary management task; it is essential that you maintain your professionalism and keep the needs of the business at the forefront of your mind. This hands-on guide is the perfect companion that will help you to do exactly that. Beginning with helpful advice on making a termination decision, HR expert Rebecca Mazin breaks down the process from the initial decision, through to planning and conducting the meeting, and then guides you through the necessary steps afterwards. With real life examples to illustrate best practices, *First Time Firing* takes a concise and logical approach giving you the confidence to handle a termination.