

# YOU ARE INVITED

## Leadership in Turbulent Times: Strategies for Surviving in an Economic Downturn

### In this exciting seminar you will learn:

Today's business work place is perhaps the most challenging in the past two decades. Uncertainties abound and the consequences of poor or untimely decisions can be disastrous. In this seminar, attendees will become better acquainted with:

- The toxicity in today's business setting
- The signs and problems of hard times
- Legal roles and symptoms of hard times
- Critical leadership concepts and traits
- Understanding the value chain
- Do's and don'ts of adjusting work schedules and compensation



Meet expert, Jack Smalley, as he presents, "Leadership in Turbulent Times: Strategies for Surviving in an Economic Downturn."

With a career spanning three decades, Jack Smalley has devoted his career to the field of human resources. Today, Jack travels across North America using his HR expertise to support over 600 Express Employment Professionals franchises and their clients. He also regularly shares his HR knowledge with other members of the human resource community through the Society of Human Resources Management. To date, Jack has presented at over two dozen SHRM meetings, including serving as the featured keynote presenter at various state SHRM conferences. As a Senior Consultant in Human Resource, Jack provides training, consulting, problem-solving and legal research on a vast array of complex issues.

**Presentations have been pre-approved through HRCI for recertification credits for PHR/SPHR/GPHR**



**Sheraton**  
**Carlsbad**  
RESORT & SPA

**When:** November 5<sup>th</sup>, 2009  
**Where:** Sheraton, Carlsbad  
5480 Grand Pacific Drive  
**Time:** Continental Breakfast 7:30 a.m.. 8:00 a.m.  
Presentation 8:00 a.m. -- Noon



Please RSVP by October 16, 2009  
San Diego  
(858)784-3676