



MIRARCHI
MANAGEMENT GROUP

RESET THE CLOCK

RESET THE CLOCK:

**Replace Liability
With Credibility**

**Practical Employee Relations
For Leaders**



Practical Employee Relations for Leaders

Synopsis: This program provides leaders with scripts and tactics for handling a comprehensive array of employee relations issues.

With these tools, they can address these issues with sensitivity, good judgment, and high confidence.

Effective employee relations practices that minimize employer and personal liability are provided.

Results: In this highly interactive and entertaining program, leaders gain skill and increased confidence in resolving employee relations situations that must be addressed carefully to prevent legal problems.

Reset The Clock: A judicially recognized process built into this program prevents attorneys from taking something leaders did wrong, or did not do in the past, and using it to support legal challenges in the future. Lawsuits are then avoided rather than won.

Financial assets are protected, morale stays high, and bad publicity is averted.

You avoid hearing “You should have anticipated this” after an avoidable legal claim.

Stay Out of Court: Employers win most lawsuits, but it’s expensive. Beyond that, poor employee relations skills account for over 60% of turnover. Employees don’t quit their employer, they quit their leader.

When employers win, it’s a regrettable experience for leaders and employees. Leaders walk out of court never knowing that these lawsuits were truly avoidable. Employees leave court never knowing they had no chance of winning.

Employees have the right to be kept free from discrimination, and employers have the right to exercise customary managerial functions. The courts are equally protective of the rights of employees and employers:

All legal challenges to decisions made exclusively on attendance, performance, and conduct are invalid. The mere coincidence of an employee’s race, sex, age, or any other protected status does not indicate discrimination.

Practical Training: A courtroom is the wrong place for anyone to find all this out.



BIOGRAPHY

Michael J. Mirarchi

President



Michael J. Mirarchi is recognized as a leading expert in employment-related lawsuit prevention. As an Employee Relations Counselor, he is dedicated to helping employers stay litigation-free.

Drawing from over 35 years of experience as an employer defense attorney and as a Human Resources Vice President, he developed “Reset the Clock - Practical Employee Relations for Leaders.” He has presented this program over 1,360 times to more than 34,800 leaders at employers across North America.

Mr. Mirarchi believes that most leaders exercise their abilities with fairness, integrity, and professionalism. Nevertheless, there are plenty of opportunities to run into potential liability situations. In these situations, leaders who know what to do and how to do it have a tremendous advantage over those who don’t, in avoiding lawsuits.

In 2013, Mike was recognized as the first inductee into the HRSouthwest Conference Speaker Hall of Fame. Over the last 30 years, he has consistently been one of the highest-rated speakers, excelling in content, professionalism, and delivery.

Mike received the 2024 DallasHR Lifetime Achievement Award for dedicating his career to advancing the HR profession and making a lasting impact on Dallas HR. He is an educator and a trusted advisor to the entire DallasHR community.

In conjunction with industry and professional associations, he has conducted live TV broadcasts, webinars, and on-line programs, in addition to presenting at regional and national conferences.

Mr. Mirarchi has a B.S. in Business Administration and a Law Degree from Seton Hall University.

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SOLUTIONS FINDER

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