Firing at Will: A Manager's Guide

Jay Shepherd

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Firing at Will shows managers and employers how to do the most difficult part of their jobs: firing employees. Written by a leading employment lawyer in a refreshingly unlawyerly style, this guide takes the reader through the always-risky process of letting an employee go. Many employers and managers are afraid to pull the trigger when the employment relationship has broken down, and will postpone the decision by using progressive discipline and performance-improvement plans. However, an employer must be able to unload employees who threaten to undermine the company and its prospects, regardless of the risks involved in a termination. This book explains how to do it, how not to do it, and how to minimize the danger of an expensive employee lawsuit.

No one said being an employer or a manager was easy. Fortunately, knowing how to fire employees will make your job much, much easier in the long run and save you heartache. *Firing at Will* teaches you what you need to know, without any legalese or boring recitations of statutes and case law. This book is filled with plain-English common sense, based on **Jay Shepherd**'s 17 years of protecting employers in court. The style is conversational and often irreverent, but the lessons and tips are battle-tested. If you want to be a successful manager or employer—and sleep easier—you need to know how to fire at will.

- Gives employers and managers real-world advice on how to fire employees
- Teaches how to keep your company—and yourself—out of expensive employee lawsuits
- Guides you toward building a workplace where you'll need to fire fewer employees

What you'll learn

- How to make the ultimate decision to fire an employee, and how to carry out that decision
- The 30 riskiest employees to fire
- The critical "Retained Dignity" factor, and why you need to keep it as high as possible
- Why progressive discipline and performance appraisals are ineffectual
- How your hiring methods and decisions can help you avoid firing employees later
- How to have "gruntled" employees who wouldn't dream of suing you

Who this book is for

Firing at Will is a handbook for managers, employers, business owners, human resources professionals, and in-house counsel. Most of these readers will have had very little training in the hows and whens and whys of firing employees. Most people just follow their instincts, often leading to disastrous consequences. For anyone who has the responsibility of hiring and supervising employees, *Firing at Will* gives guidance and

direction to lower the risks of employee terminations.

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From reader reviews:

Matt Cresswell:

Spent a free a chance to be fun activity to perform! A lot of people spent their spare time with their family, or their very own friends. Usually they carrying out activity like watching television, planning to beach, or picnic inside the park. They actually doing same every week. Do you feel it? Do you want to something different to fill your personal free time/ holiday? Could possibly be reading a book can be option to fill your totally free time/ holiday. The first thing that you'll ask may be what kinds of book that you should read. If you want to attempt look for book, may be the guide untitled Firing at Will: A Manager's Guide can be fine book to read. May be it might be best activity to you.

Dolores Parker:

People live in this new morning of lifestyle always try and and must have the spare time or they will get lot of stress from both day to day life and work. So , when we ask do people have time, we will say absolutely without a doubt. People is human not really a robot. Then we consult again, what kind of activity are there when the spare time coming to a person of course your answer can unlimited right. Then ever try this one, reading publications. It can be your alternative within spending your spare time, the particular book you have read will be Firing at Will: A Manager's Guide.

Tonia Lee:

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Gerald Kelly:

What is your hobby? Have you heard that will question when you got students? We believe that that query was given by teacher to the students. Many kinds of hobby, Every individual has different hobby. Therefore you know that little person including reading or as studying become their hobby. You need to understand that reading is very important along with book as to be the point. Book is important thing to add you knowledge, except your personal teacher or lecturer. You see good news or update with regards to something by book. A substantial number of sorts of books that can you choose to use be your object. One of them is Firing at Will: A Manager's Guide.

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