



**JP Magill**  
Founder and President

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**JP Magill has a driving passion for delivering solutions to small and mid-sized companies. His career spans a professional and entrepreneurial journey of nearly three decades with a focus on building and developing HR functions in high growth and high change environments. As the founder and president of HRX, an HR outsourcing and business strategy firm launched in 2010, JP advises growing companies on the day-to-day issues of solving people problems.**

## **SPEAKER PROGRAM DESCRIPTIONS:**

### **TOP 3 HR MISTAKES MADE BY SMALL / MID-SIZED COMPANIES**

**DESCRIPTION:** JP has worked with hundreds of small and mid-sized businesses over the course of his 30-year career. While each company is unique, there are three HR mistakes that apply to all organizations, regardless of size or industry. JP will identify each mistake and share examples of successes and failures. Too often leaders feel powerless in solving these devastating HR mistakes. JP will show you how to identify and solve these mistakes. These mistakes costs companies millions of dollars and with a little hard work a company can outpace their competition. These three mistakes are easily identified. Seldom rectified. Learn how to be one of the admired.

#### **Learning Objectives:**

- Identify the top three HR mistakes. Understand the impact these mistakes have on your business.
- Resolving any and all of these mistakes is difficult. How do you build a plan to fix the issues?
- A few simple tools can have huge impacts. It is not rocket science, but it is hard work.

**Target Audience:** CEOs, Owners, COOs, Hiring Managers

### **HOW TO BUILD YOUR COMPANY STRATEGY IN 1 HOUR**

**DESCRIPTION:** JP has worked with hundreds of small and mid-sized business over the course of his nearly 30-year career in HR and business. JP has developed a system for helping companies streamline their business planning and create a strategy in one hour. If you're not careful, you may just leave with a mission and/or vision, value proposition, goals and a strategy. You will have a concise plan!

#### **Learning Objectives:**

- How to identify your mission and vision.
- How to clearly define your value proposition.
- How to set goals.
- How to develop a strategy to meet your goals.

**Target Audience:** CEOs, Owners, Hiring Managers

## HOW TO DELIVER TOP-LEVEL CONSULTING TO SMALL / MID-SIZED COMPANIES

**DESCRIPTION:** JP has worked with hundreds of small and mid-sized businesses over the course of his nearly 30-year career and has a unique perspective from both a business and an HR side. He understands that with advent of do-it-yourself software, professional service companies are being required to change their mindset from service providers to consultants. He offers actionable steps and real-world examples of how a service provider can become a highly effective consultant.

### Learning Objectives:

- How to have your clients respect what you say.
- How to be recognized as an expert in your field, regardless of the do-it-yourself mentality.
- Tips for creating long-term and lasting relationships.

**Target Audience:** Accountants, IT Services Companies, any Professional Services Company in the B2B Space

## COMMUNICATION BASICS

**DESCRIPTION:** Communication is often taken for granted. Many of us think we are great communicators when in fact we are not. Communication is not simply putting the information out; it is the receipt of that information by those being communicated with. In today's world it is easier than ever to send information. Unfortunately, volume does not create accuracy. Understanding some basic rules of engagement to modern communication can improve your ability to get your message across.

### Learning Objectives:

- Understanding the basic science of communication.
- Know when to use which type of communication medium.
- We pay special attention to how to effectively communicate via email.

**Target Audience:** CEOs, COOs, Owners, Managers, Accountants, IT Professionals, Engineers

## HOW TO HIRE EMPLOYEES FOR SMALL BUSINESS

**DESCRIPTION:** If you do it right, hiring employees for your small business is one of the most critical tasks and can open up a range of possibilities for your business. You'll be able to grow your revenue, take your company in new directions, and maybe even enjoy your work more than ever. In this presentation, JP shares tips and tools you can use to find employees that can support you, and help your business reach its potential.

### Learning Objectives:

- What are the newest tools in making great hiring decision?
- How do use these tools?
- What are some of lesson's JP has learned over his career?

### Target Audience:

CEOs, COOs, Owners, Hiring Managers, Accountants, IT Services Companies, any Professional Services Company in the B2B space