



# Employment Law

4 hours

English | Spanish

Mid-to-Senior

Leadership

## Mid-to-Senior | Leadership Course

Today's workplace is a minefield of unintended offences, especially for newer leaders who are now agents of the company. All it takes is to make an unintended comment, ask the wrong question, fail to speak up, or fail to take action and a legally-charged situation may be created, which costs the organization time, money and resources. This course provides legal preventative maintenance and every leader needs it. Leaders learn the top practices of employment laws, including California specific examples. Through case studies, "what would you do scenarios," and real-life examples of what not to do, leaders are better equipped to be complaint, minimizing legal risk. This course can be tailored for state or organization-specific policies and laws.

### This course will enable leaders to . . .

- Become keenly aware of their role as "agent of the company" and understand what their actions means for the organization.
- Say and do things that are not problematic because they are aware of the legal rationale behind policies and procedures.
- Stop trying to "fix" an employment-related issue that they become aware of or may have caused.
- Interact with team members as a leader and not as a peer.
- Recognize the increasing complexity of labor and employment laws and practices.

### Talent Tip

Our HR and Compliance Training Specialists have a wide variety of compliance-related training content. If you have a training need around a compliance topic like reasonable suspicion, leaves, wage/hour law, terminations, or even a need for compliance training for your HR or executive team, please contact us.