MANAGING WITHIN THE LAW
HALF-DAY TRAINING

This program teaches managers and supervisors how to spot legal issues and partner with their internal experts to avoid lawsuits and create a respectful workplace for all. Taught by our expert attorney trainers, Managing Within the Law inspires managers and supervisors to create strategies based on the law and company policy, while leading from company values.

PARTICIPANTS WILL LEARN >>>

How Company Values Drive Decisions

The Spirit of the Law

The Four Key Concepts of Employment Law
1. Be consistent
2. Have a legitimate business reason for decisions
3. Document: importance, electronic files, how to write it
4. Call the experts: your management, HR and Legal team

Effective Performance Management
- Treat employees fairly: good reason, progressive discipline, performance appraisals
- Setting expectations and coaching
- Keep your promises: policies, handbooks, oral promises
- Respect whistle-blowing
- Handling layoffs

Preventing Illegal Discrimination: EEO/AA
- The 14 protected characteristics
- Stereotyping, glass ceilings, reasonable accommodation
- Hiring: behavior-based interviewing, illegal questions, references policy

FORMAT >>>

Managing Within the Law is updated annually and includes your organization's policies and procedures, small group discussions, video vignettes, skill building exercises, extensive Q &A and case studies based on actual legal cases. Our instructors are seasoned attorneys, experienced trainers, and higly engaging facilitators who use personal stories and appropriate humor to make these topics come alive!

4 hours

FAIR MEASURES, INC.