



24-7-365 WHEN AREN'T YOU HR? MANAGING LIABILITY THROUGH MANAGERS, SUPERVISORS AND EXECUTIVES™

Compliance Perspective: The courts have warned you a long time ago that “leaving managers in ignorance of the basic features of employment laws is an ‘extraordinary mistake’ for a company to make, and a jury can find that such an extraordinary mistake amounts to reckless indifference.” *Mathis v. Phillips Chevrolet, Inc.*, 269 F3d 771 (7th Cir. 2001). And, today the courts have broadened out a company’s employment law compliance obligations beyond managers and supervisors to include executives, HR professionals and even the highest level of persons in charge at the local worksite. This presentation will help keep your organization’s and personal wallets shut while opening up everyone’s eyes to the new landscape of legal liability in today’s workplace.

Description and Core Competencies: This highly engaging and interactive presentation provides all managerial and supervisory employees with the opportunity to acquire, practice, and master the daily workplace compliance tools they need throughout the course of the employment relationship from hiring through termination based on federal, state and local laws and US Equal Employment Opportunity Commission (EEOC) regulations and guidance.

Recommended for: All levels of leadership including Executives, Middle and Front-line Managers, Supervisors, Team Leaders, HR Professionals and Law Departments.

Length and Delivery: Length of presentation may be customized based on the program agenda. Leader-led delivery.

WHAT IS **clicks&sticks**[®] **training** ?

Only Mindy Chapman & Associates LLC provides the proprietary Workplace Training That Clicks & Sticks[®]. Clicks & Sticks[®] Training takes complex legal concepts and distills them down into practical compliance tools for all levels of the workforce. This unique methodology immediately benefits your organization because the customized training is always relevant to the participants’ daily conduct (so it Clicks) and memorable long after the training ends (so it Sticks). Clicks & Sticks[®] Training helps employees to quickly acquire compliance information, develop and practice their new compliance skills and ultimately demonstrate mastery of the laws and your policies as they apply in your workplace. Our training provides the highest return on investment of your training dollars because while every organization needs an effective compliance training program in the classroom; it must be sustainable back in the workplace to be valuable. Clicks & Sticks[®] Training helps organizations avoid liability, minimize risk, retain talent and create a culture of respect that values diversity and inclusion.



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