

Employee Relations: Creating a Positive Work Environment

Intended Audience	Early Career	Delivery Options	<ul style="list-style-type: none">• 1-Day In-Person (Onsite or Seminar)• 3 Week Virtual
HR Competencies	<ul style="list-style-type: none">• Critical Evaluation• Ethical Practice• HR Expertise (HR Knowledge)	Recertification*	SHRM: 7.5 PDCs

Program Overview

Explore ways to align employee management initiatives with your organizational goals and culture to ensure employees are accountable in the workplace. Examine a broad range of employment laws as it applies to workplace incidents. Identify forms of harassment and retaliation prevention. Recall steps for an internal investigation. Communicate the performance management process as it aligns with organizational values and strategy.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Recognize the importance of fair and consistent employee relations policies as it relates to your management team, HR strategy, and overall organizational culture
- Explain the connection between the organization and its overall HR strategy for developing and implementing employee and workplace policies
- Identify the forms of and apply strategies to prevent harassment, discrimination, and retaliation in the workplace
- Interpret and apply employment laws based on workplace incidents

Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: Understanding your Organization
 - Organizational Culture
 - Organizational and HR Strategy



*Visit shrm.org/seminars for the most up-to-date recertification credit details.

- Module 3: Employee Relations
 - Workplace Conflicts
 - Conflict Resolution
 - Laws Impacting HR
 - Disparate Treatment and Disparate Impact
 - Discrimination and Harassment
 - Retaliation
 - Internal Investigations
 - Performance Management
- Module 4: Conclusion