

Counseling & Management Training

Legal compliance and risk management are the first step toward running an effective business. Taking things to the next level by implementing progressive workforce initiatives can help improve productivity and protect proprietary information and other assets. We partner with our clients – whether a Fortune 500 corporation or a small family-run business – to reach their Human Resource goals through practical recommendations and solutions.

Informed clients effectively manage their workforce with confidence, from recruiting and hiring through separation of employment. We will help you develop policies and practices tailored to your unique workplace culture and needs, but we won't stop there. We will train your leadership team to help them to properly implement policies and practices in a productive, legally-compliant manner, consistent with your business goals. We take great pride watching our clients use these tools and gain the confidence to handle more employment matters on their own.

Our counseling and management training services include all aspects of the employment or independent contractor relationship including:

- Applicant Interviews, Background Checks, and Pre-Employment Medical Exams
- Applicant Selection
- Appropriate Use of Technology and Use of Personal Devices for Work Purposes
- Confidentiality Policies and Agreements
- Discipline and Discharge
- Educational Assistance
- Employment Contracts
- Incentive Compensation
- Leaves of Absence
- Non-Compete Agreements
- Off-Duty Social Networking by Employees
- Performance Evaluations
- Recruiting and Retention Strategies Focusing on Different Generations of Workers

- Responding to Government Inquiries
- Telecommuting and other Remote Work Arrangements
- Use of Employees or Independent Contractors
- Wage and Hour Issues
- Workforce Reductions and Other Restructuring
- Workplace Investigations and Responding to Employee Complaints
- Work-sharing Arrangements

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