

SHRM Annual Conference & Expo 2024

Chicago, IL
June 23-26, 2024

Tuesday, June 25, 2024
2:00 p.m. - 3:00 p.m. CT

Managing Workplace Conflict: Innovative Employee-Centric Strategies for HR Professionals in Resolving Employment Disputes and Avoiding Protracted Litigation

Participants will learn how to not only manage high-conflict issues in the workplace, but equally as important, how to train their employees and leaders on how to create a workplace that promotes constructive employee-centric resolution strategies. Additionally, this lecture will explore ways employers can use alternative dispute resolution strategies in resolving workplace disputes.

For as long as people have worked together for a common purpose there has been conflict. How organizations help employees manage interpersonal struggles, and train employees to resolve conflicts in a respectful and construct manner, is essential to a successful organization. During this lively session, popular speaker and employment attorney Adam Rosenthal, will explore innovative strategies HR professionals can use to manage conflict in the workplace, from onboarding to employment litigation, and everything in between.

Learning Objectives:

- Learn how to better distinguish between the types of workplace conflicts which typically require HR involvement, as compared to those conflicts that employees can generally resolve without intervention by HR.
- Gain a better understanding of how to implement effective 'real world' strategies to train employees and leaders on how to apply effective problem-solving techniques to avoid unhealthy conflict and encourage productive and respectful disagreements in the workplace.
- Use alternative dispute resolution and mediation strategies that are well-recognized in the litigation context to resolve issues between current employees and their managers, as well as in the context of ongoing disputes and litigation with former employees.

Wednesday, June 26, 2024
10:30 a.m. - 11:30 a.m. CT

Is that Legal in California? Best Practices for Every Company with Employees in the Golden State

Participants will gain a solid understanding on how to navigate many of California's unique employment law requirements, as well as practical advice on how to maintain a California-compliant workplace.

Regardless if your company has ten or ten thousand employees in California, employers must remain vigilant to survive the state's harsh employment law landscape. During this session, Adam Rosenthal, a frequent SHRM speaker and employment law expert, will address the biggest areas of risk employers face in California. Participants will leave the session with practical advice and best practices to comply and thrive within California's complicated employment law landscape.

Learning Objectives:

- Identify significant employment law compliance issues unique to California employers, from idiosyncratic wage and hour and payroll requirements to restrictive covenants, and everything in between.
- Receive concrete and practical advice on how to improve compliance within your organizations and mitigate risk factors.
- Train your non-California frontline managers when managing their California-based employees.

Presented By

- **Adam Rosenthal**, *Partner*, Sheppard Mullin

Additional details or to register, please [click here](#).

Attorneys

Adam R. Rosenthal

Practice Areas

Labor and Employment