



The Exact Expertise to
Ignite and Sustain Performance™

LSA Global | White Paper



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Top 3 Reasons Managers Should Take Employment Law Training

Our clients often ask us – “Why should our managers take employment law training?” This is a very legitimate question. All training has associated tangible and intangible costs. The answers come down to mitigating risk, speed of execution, and performance.

A lot of people in HR or management think that it is a waste of time to teach managers the basics of employment law, because HR or management will catch their mistakes before they happen. There are a few false premises to this argument.

1. **First, managers often do things that are illegal before HR/management learns about them.** For example, at one of our clients with more than 30,000 employees, a manager fired an employee on the spot without consulting with HR or management. That cost the company several million dollars. What is the risk for your company?
2. **Second, even if HR catches the mistake, it can set back a process for months.** Let's say a manager has a poorly performing employee. The manager calls HR and is told to document the situation. If the manager doesn't know the correct way to document, he or she could spend months documenting only to find out when it comes time to terminate that the documentation is faulty. The disciplinary process must begin again. Can you afford to wait?
3. **Another common problem is the manager who thinks he or she is "encouraging" a bad employee by giving good performance reviews.** There is no reason for HR to think there is a problem with the reviews—until the manager comes in complaining about the employee and wanting to terminate. Would this underperformance cause a problem for your organization?

Unfortunately, we also know of many cases where managers have discouraged employees from making claims of harassment, thinking they have resolved the problem, only to have it blow up later. For all these reasons, all managers should be trained in the basics of employment law.

About LSA Global

Since 1995, LSA has helped organizations create and maintain competitive advantages through people. Over 85% of our business comes from repeat clients and our customer satisfaction rating is 97.5%. Our clients tell us that we are different. Our clients tell us that we save them both time and money. Our clients tell us that they appreciate access to experts across many areas.

Our Leadership and Management clients report that we decrease their costs by up to 50%, while helping increase speed-to-productivity by 60% and decrease unwanted attrition by up to 40%.

Our Sales clients confirm that they have grown sales by 40%, increased units sold by 42%, increased average pricing by 12%, and closed over 50% of their pipeline.

Our Project Management clients inform us that, by regularly completing projects that meet or exceed expectations, they have become an anomaly in the world where most projects disappoint or fail.

Our clients succeed in the marketplace through increased revenue, decreased costs, and higher productivity. They maintain that our rigorous assessment, implementation, and measurement capabilities bring them tangible results. As an organization, we are fiercely devoted to supporting their success.



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