Episode 232: HR News: Learning from the SHRM Verdict with Margarita Ramos Discussion Starter

Use this guide to spark conversations with your HR team

1. Employee relations sits at the intersection of compliance and employee experience. How does our organization prioritize empathy and the perception of fairness beyond mere compliance?

2. Many organizations rely on reactive investigations instead of proactive systems. What front-end processes could address and mitigate conflicts before they escalate?

3. Employees frequently raise concerns to people outside HR who fail to escalate them. How do we train leaders and other employee influencers on the importance of addressing or escalating issues?

4. Data can reveal patterns across departments and leaders. What data do we currently use or could we use to identify emerging ER risks?

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