Episode 241: HR News: HR v. Employees? with Neil Katz Discussion Starter

Use this guide to spark conversations with your HR team

1. HR investigations must follow evidence rather than defend leadership by default.How do we ensure investigations are impartial and credible to both employees and executives?

2. HR is often misunderstood as an employee (or company) advocacy department rather than a business function. How is our HR department perceived by our employees?

3. AI agents are beginning to handle routine customer and operational tasks autonomously. How prepared are our managers to supervise both human employees and AI-driven systems?

4. Employment gaps are becoming more common due to caregiving, layoffs, and personal resets. How do we evaluate candidates fairly without introducing unnecessary legal risk?

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