



HONIGMAN<sup>®</sup>

# The Good, The Bad & The Ugly: HR Lessons Learned



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## THE GOOD

- Valued (create culture, make a difference, C-suite, positive hats)
- Seen (interacting with employees, trainings, support)
- Heard (receiving resources, technology, support, transparency, business plan)



## THE BAD

- Not valued (seen as interference police, nepotism, politics, conflicts, rushed)
- Not seen (ignored, check the box approach)
- Not heard (lack of CEO support, bare minimum, little technology, irrational players)



# THE UGLY

- Ethics
- Pandemic/Economy
- Mental/Physical Health
- Pay
- Discrimination
- Layoffs/Loss of Livelihood
- Litigation
- Danger



# Top 10 Issues to Spot and Resolve:

## 1. Discrimination, Harassment, and Retaliation



# Top 10 Issues to Spot and Resolve:

## 2. Misclassification



# Top 10 Issues to Spot and Resolve:

## 3. Leave Issues





# Top 10 Issues to Spot and Resolve:

## 4. Disability Accommodations



# Top 10 Issues to Spot and Resolve:

## 5. Mental Health Challenges & Performance Management



# Top 10 Issues to Spot and Resolve:

## 6. Wage and Hour Compliance



# Top 10 Issues to Spot and Resolve:

## 7. National Labor Relations Act



# Top 10 Issues to Spot and Resolve:

## 8. Marijuana/Drugs



# Top 10 Issues to Spot and Resolve:

## 9. Whistleblowing



# Top 10 Issues to Spot and Resolve:

## 10. Culture



Questions?



Thank you!

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