

Building Legal Compliance Into Your Management Training

Kevin D. Johnson

kjohnson@johnsonjackson.com



JOHNSON JACKSON PLLC
EMPLOYMENT DEFENSE COUNSEL | TRUSTED ADVICE. STRATEGIC DEFENSE.

100 N. Tampa Street, Suite 2310
Tampa, FL 33602
813-580-8400

Imagine...

- The near future
- A small room
- Your deposition starts in five minutes
- And the opposing counsel shows up ready to talk about your company's views on sex harassment



What comes to mind?



How does your company
do training?



Can we work legal compliance into our training?



Choosing your trainers



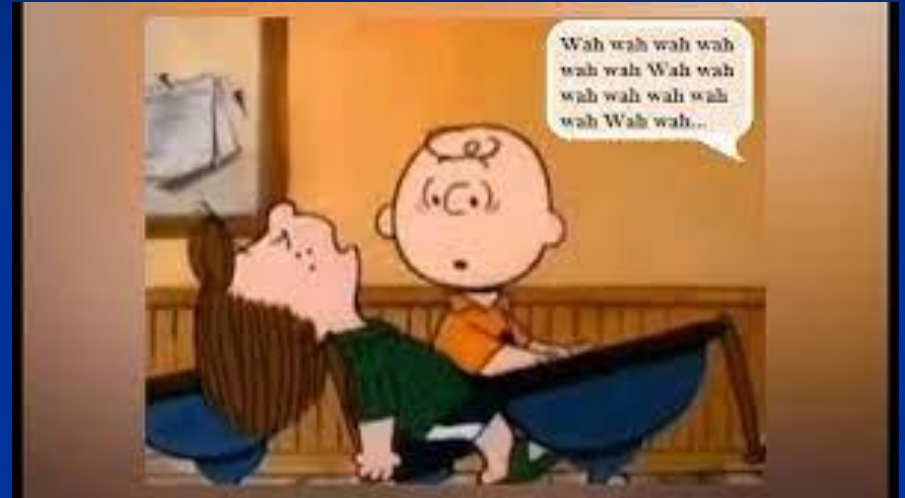
Are they:

Engaging? Insightful? Credible?

Don't:



Talk down to
the audience



Bore the audience

Do:



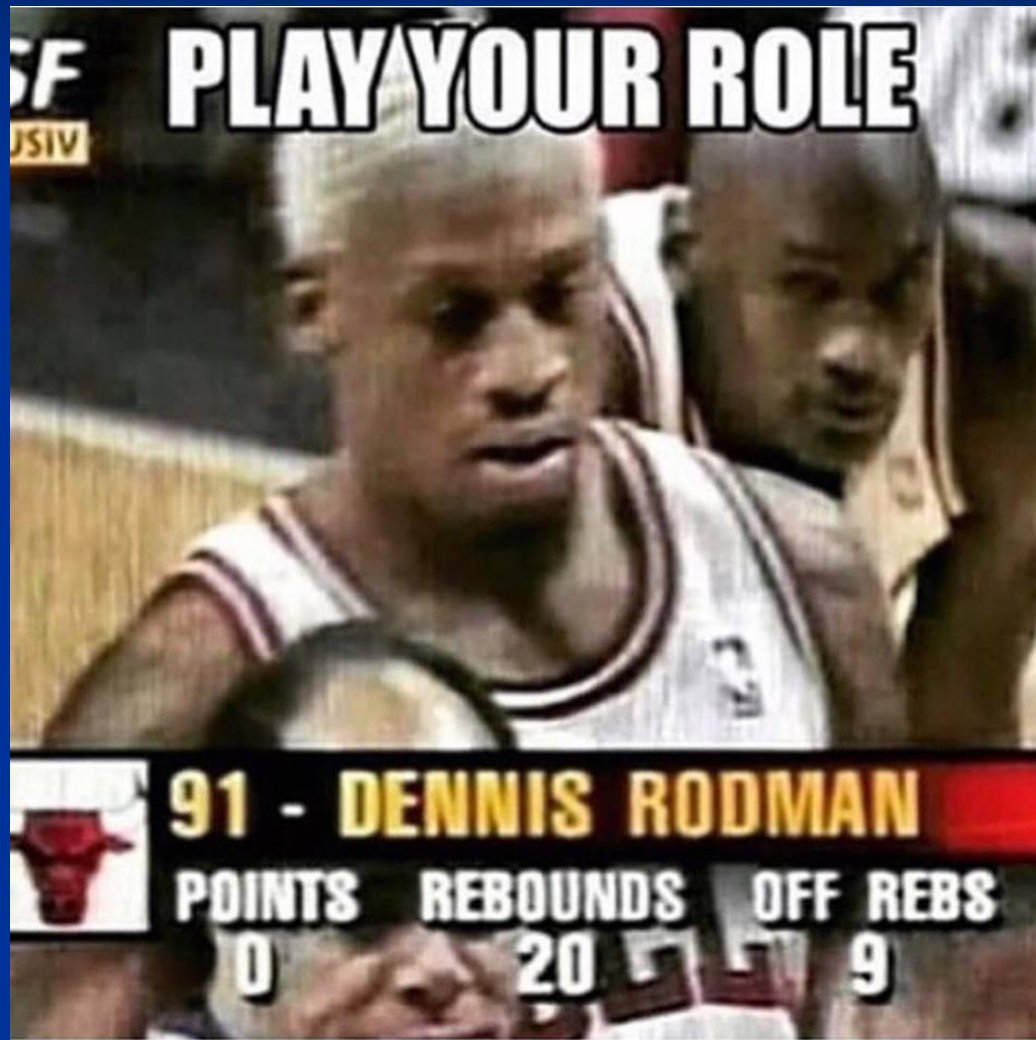
Put yourself in their shoes

What do they need to know?



KNOW YOUR
ROLE

What do they need to know?



What roles do you need your managers to carry out?



What do they need to know to
perform those roles?



What do they need to know to
perform those roles?



Too complicated

Give them rules of thumb

- We use them all the time
- Goals for a rule of thumb:
 - Simple
 - Easy to remember
 - Easy to apply

Give them rules of thumb



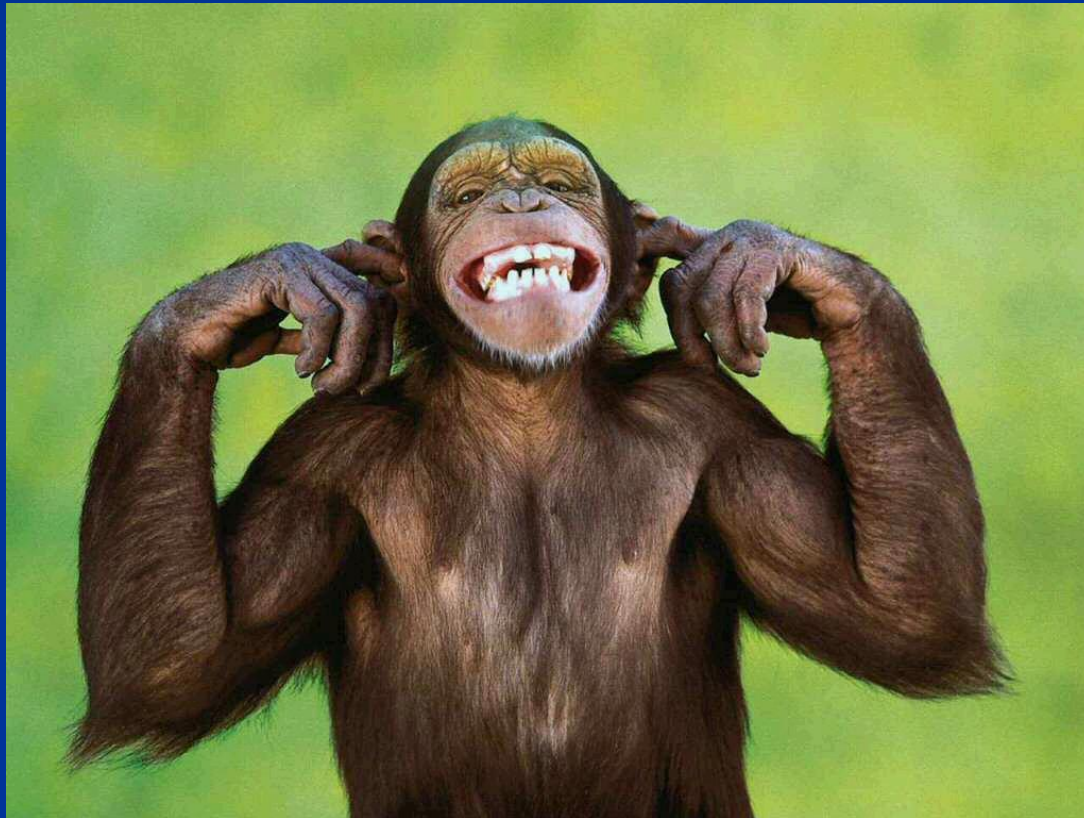
Harassment Rules:

Rule of Mom



Harassment Rules:

Unhearing it is not an option



Harassment Rules:
**Where there's smoke, there's
usually fire.**



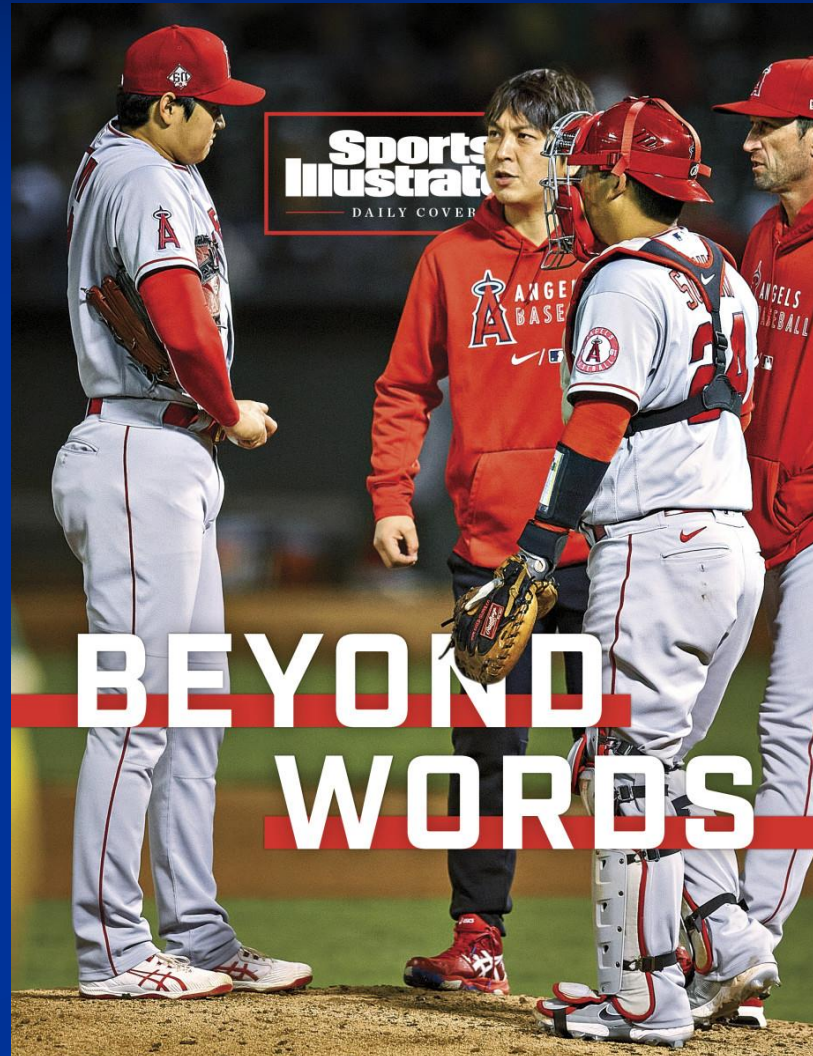
Harassment Rules:

Don't try to be a hero.



Harassment Rules:

Speak my
language



Fraternization Rules:

Don't fish in the company pond.



Wage/Hour Rules:

Nobody works for free



Wage/Hour Rules:

Pay people in cash, not chips.



Wage/Hour Rules:

Pay people in cash, not chips.



Wage/Hour Rules:

Salaries are for managers, not utility infielders.



Wage/Hour Rules:

- Fix overtime on the front end, not the back end
- All bonuses count toward overtime
- We don't do fines. We're not traffic court.
- Be innovative with your food, not your payroll.

Document attendance and completion



The end

Thank you!

Kevin D. Johnson
[kjohnson@johnsonjackson.co](mailto:kjohnson@johnsonjackson.com)
[m](mailto:kjohnson@johnsonjackson.com)