

Owner to Owner Podcast Notes



HR Analytics from a Legal Perspective

Episode #36

Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services interview James Reid the 4th of the law firm Maddin Hauser Ross. James, who chairs the firm's corporate and employment legal department, has 15 years' experience in hands-on, full-service law practice, talks with Felicia Harris about ways for companies to lower their liability to discrimination and other employment law claims.

Episode Highlights:

- How does James describe his work in employment law?
- What are some of the impacts of companies prioritizing Big Data?
- What has data shown about onboarding employees?
- What are some suggestions for how to improve the use of employee handbooks?
- James and Felicia discuss ineffective managers.
- How has data impacted companies' need to get in front of potential issues?
- When companies don't update training or handbooks, they do not hold up in legal proceedings.
- How can a single complaint snowball into an issue impacting hundreds of employees?
- James discusses the importance of employee protection liability insurance.
- Felicia and James recap his background and experience.
- How often do discrimination claims actually go to trial?
- Are there types of discrimination that are not illegal?
- James adapted the five W's (who, what, where, when, why) into a legal context by adding two more W's: witnesses and want.
- Is there an upfront cost to a company engaging an employment attorney?
- What other advice would James give to business owners?
- The way technology has impacted communication has further complicated identifying sexual harassment.
- What should companies actually put in their liability policies?
- Should employees record incidences of discrimination or harassment?
- How to get in touch with James.

3 Key Points:

1. Big Data has allowed companies to spot issues before they become crises.
2. Companies should update their onboarding and training materials regularly.
3. Even the appearance of bias or discrimination is enough for a lawsuit.

Tweetable Quotes:

- “If you have a really good human resources or employment attorney helping you identify and resolve issues earlier on, you can actually increase productivity by as high as 50% and improve morale and help the company make more money.” –James Reid
- “If you want to be a manager, you have to wear the manager hat and not essentially be sleeping with the staff. And if you are, I think it’s unfair to the other executives to have someone that is exposing the company to liability.” –James Reid

Resources Mentioned

Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

Twitter

<https://twitter.com/everythinghr1>

Linkedin

<https://www.linkedin.com/company/everythinghr1/>

Connect with Felicia Harris

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