



BrighterSideHR
LLC

Training Courses to Build Better and Brighter Workplace Cultures

At BrighterSideHR LLC, our goal is to help employers create positive workplace cultures. Companies are navigating difficult political and cultural times, and it can be challenging to manage workforces in such an environment. We recognize that and offer a refreshing approach to diversity and inclusion. Our training courses focus on employee conduct at the workplace instead of imposing a particular ideological viewpoint on employees. While appreciating differences, we promote areas of unity at work. We have extensive knowledge of labor and employment laws, and our courses are designed to help mitigate legal risk while encouraging a positive workplace experience. We believe this cultivates a compliant environment in which all employees are valued and respected and in which businesses can flourish.

We have designed a half-day, interactive seminar that combines legal considerations with courses to improve workplace interactions and inclusiveness. Our courses focus on compliance, culture, and conflict resolution. Even if not legally required, every employer should conduct training on discrimination and harassment laws as a best practice. Our training package includes a review of discrimination and harassment laws as well as additional courses to help companies cultivate a respectful, productive, and thriving workplace.

Our training courses may be tailored to meet applicable jurisdictional requirements. If requested, we may be able to create a course specific to the needs of your workplace or to incorporate your company's policies into existing courses. While we recommend in-person training, virtual courses are also available.

Please contact us for additional information at 615-806-3296 or hello@brightersidehr.com.



COMPLIANCE

A CULTURE OF COMPLIANCE FOR LEADERS - 60 MIN

This course is for leaders of people and provides an overview of employment discrimination and harassment laws. It also provides highlights of other labor and employment laws (e.g., FMLA, ADA, & FLSA) and best practices for management in handling common workplace scenarios.

A CULTURE OF COMPLIANCE FOR EMPLOYEES - 45 MIN

This course is for employees and provides an overview of employment discrimination and harassment laws. It provides practical examples of how to respond to common workplace scenarios.

CULTURE

A BRIGHTER WORKPLACE - 45 MIN

This refreshing course addresses civility and inclusiveness in the workplace based on timeless principles. Learn practical tips to address workplace situations with kindness and respect, to assume the best of others, and to treat coworkers how we would want to be treated. While these values may seem simple, they are the foundation of a positive and productive workforce.

BEING AN EMPOWERED EMPLOYEE - 45 MIN

This motivational course encourages employees to appreciate the benefits of individual ability and accountability and to take ownership over their work and conduct. Building a culture in which employees feel empowered to do their best, even if faced with a challenging situation, leads to a positive environment for all.

LEADERS: VALUING EMPLOYEES AS UNIQUE INDIVIDUALS - 45 MIN

This course is for leaders of people and human resources professionals. It underscores the importance of avoiding stereotypes and assumptions about employees. It discusses the value of seeing and valuing employees as individuals with unique strengths, traits, and experiences from both a performance management and legal perspective.

CONFLICT

BRIDGING THE DIVIDE - 45 MIN

In the workplace, we often interact with others who are different from us, which can sometimes lead to conflict. It can be difficult to get along with others who have different viewpoints, political beliefs, or personal values. Even if not discussed explicitly at work, these differences can become evident and challenging. This course helps employees respect others and promotes harmony within the workforce to achieve unified goals.

SAMPLE AGENDA

FOR LEADERS

8:00am – 9:00am: Leaders: A Culture of Compliance
9:00am – 9:45am: Leaders: Valuing Employees as Unique Individuals
9:45am – 10:00am: Break
10:00am – 10:45am: Being an Empowered Employee
10:45am – 11:30am: Bridging the Divide
11:30am – 12:15pm: A Brighter Workplace

FOR EMPLOYEES

1:00pm – 1:45pm: Employees: A Culture of Compliance
1:45pm – 2:30pm: Being an Empowered Employee
2:30pm – 2:45pm: Break
2:45pm – 3:30pm: Bridging the Divide
3:30pm – 4:15pm: A Brighter Workplace

CONTACT US FOR ADDITIONAL INFORMATION
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Stephanie Holmes

Founder of BrighterSideHR LLC



Stephanie is an experienced labor and employment lawyer who started her legal career at a large, international law firm and then worked as an in-house counsel for a Fortune 500 company for almost a decade. Stephanie works closely with business leaders on a wide variety of employment matters and enjoys helping employers navigate workplace issues. She developed course content in consultation with dispute resolution experts and corporate leadership training professionals.

Stephanie received her B.A. in Political Science and American Studies from Illinois Wesleyan University and her J.D. from The Catholic University of America Columbus School of Law. She is also a trained mediator through the Northwestern University School of Professional Studies and has years of experience helping resolve workplace conflict. She lives in Nashville, TN.

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