



# Workplace Crisis Response & Investigations

Our team guides clients through every phase of an investigation with an approach customized for the client's specific circumstance and unique business. We have resources and experience to manage large scale or high profile investigations, including providing advice regarding public and internal messaging, and advising on post-investigation next steps such as discipline, trainings, and infrastructure changes. We offer customized solutions and nimble, proactive guidance to navigate employers through complex and often unexpected workplace crises.

## What Sets Us Apart

**Understanding of Legal Demands & Business Needs.** Businesses are experiencing a significant increase in sudden or emerging crisis situations arising from workplace unrest, shareholder and consumer activism, employee protests, mass complaint-filing, social media smear campaigns, catastrophic events and other complex, unexpected challenges. Our multidisciplinary team understands the challenges and potentially severe impact that clients face in crisis situations. Our investigative experience enables us to ferret out the root cause, guiding our clients through not only risk mitigation, but also the public, political, and cultural dimensions of a crisis.

**Sophisticated Know How.** We have guided our clients through investigations of all sizes, including some of the most visible and complex in recent years, both in terms of volume and seniority of those implicated. Regardless of the scope of the situation, all investigations can be disruptive to a client's business and culture. Our approach addresses our clients' immediate needs with an eye toward mitigating long-term impact,

all while minimizing disruption to the business. We deploy resources during the critical beginning stages of an investigation, offering strategic guidance around containing and minimizing harm, prioritizing issues, and developing a strategic plan tailored to the client's business perspective, all with an eye towards ensuring the investigation itself results in impartial fact finding.

**Innovative Delivery.** We understand the advantage of getting in front of a crisis, and our attorneys have helped clients avoid crisis situations altogether through risk assessments and proactive audits to mitigate —helping clients emerge from situations with less impact. Conversely, we are frequently engaged in the aftermath of an investigation, on matters involving organizational change, designing and revamping complex compliance systems and processes, and developing state-of-the-art technology tools. We help our clients achieve more than compliance and avoiding costly, disruptive litigation. Our team also has experience conducting remote and virtual investigations to meet evolving remote workplace needs.

## Leads



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## Our Services

Our team provides holistic, start to finish guidance and counsel for investigations of all sizes. Our services include:

- Workplace Partnerships: A Seyfarth team engrained in your organization to spot and get ahead of issues, identify connection points, and triage problems to simplify even the most complex issues.
- Workplace cultural assessments and strategic planning.
- Prompt, thorough, and neutral fact finding.
- Development of strategic action plans on how to remediate existing problems and prevent future problems.
- Project managers to oversee and ensure a smooth, successful investigation process.
- Internal communication strategy, including messaging to and meeting with employees up through the C-suite.
- Structured framework, including initial assessment and project plan strategy, logs and reporting templates, managing and staffing the interview process, privilege protocols, messaging and remediation strategy.
- Customized trainings at intervals that make sense with the client's business and enterprise goals.
- Workplace training programs for executives, managers and employees.
- One-on-one executive coaching.
- Strategic review, guidance and updates of handbooks and policies, and diversity and inclusion programs.
- Managing changing dynamics and defining satisfaction in the workplace to help employers create motivating environments that exceed employee expectations.
- Diversity & inclusion counseling.
- Anti-bullying and anti-harassment training and best practices.
- Multigenerational workforce solutions.
- Performance management.
- Complex litigators with strategies informed by the relationship.
- Defense of workplace harassment and discrimination claims.
- Remote workforce investigations.