



We Are Pleased to Announce

## 2026 SESCO Webinar Series (Part 1)

SESCO is pleased to announce our training schedule for 2026. With the overwhelming success of participation and positive client feedback in 2025 the following provides our topics and dates. Schedule early as the events fill up quickly.

### March 10: Supervisor Core Competencies: Back to Basics

Great supervisors aren't born, they're built on strong fundamentals.

This fast-paced kickoff session resets the foundation for supervisory success. We'll spotlight the essential competencies every supervisor must master — leadership mindset, communication, performance accountability, discipline, and conflict management — and preview the deeper skills you'll build in upcoming sessions.

If you supervise people, this is where it starts. Participants will be able to:

1. Define the core competencies of effective supervision.
2. Recognize the shift from individual contributor to leader.
3. Identify key risks and responsibilities in managing performance and behavior.
4. Pinpoint personal development areas for future leadership growth.

### March 24: The Basics of HR Systems: Master your Personnel Files and Compliance

Are your personnel files really in order or is it just a “hope for the best” situation? If it's been months (or years) since your last audit, you may be putting your organization at risk of compliance issues, liability, or costly mistakes.

In this engaging, practical session, we'll cover everything HR leaders and supervisors need to know to keep their people systems running smoothly. You'll learn how to:

1. Conduct thorough personnel file audits and identify compliance gaps.
2. Onboard new hires effectively to set them up for long-term success.
3. Maintain filing systems that are organized, accurate, and legally compliant.
4. Harness the employee handbook as a cornerstone of HR and management functions.
5. Spot common pitfalls and “hidden risks” in HR processes before they become problems.

This is more than just a compliance check—this session will empower you to take control of your HR systems, protect your organization, and build a foundation for better employee management.

### April 7: Navigating Wage & Hour Compliance: Avoid Risk and Stay Ahead

Wage and hour compliance can feel like a moving target. Between complex exemptions, pay plan rules, and ever-changing federal and state regulations, experienced employers can find themselves exposed to costly errors, audits, or legal action.

This high-impact session will give you the knowledge and tools to stay on top of wage and hour requirements. We'll cover how to:

1. Classify employees accurately as exempt or nonexempt under the FLSA.
2. Identify and avoid common wage and hour mistakes.
3. Apply best practices for payroll deductions, overtime, and break compliance.
4. Recognize high-risk areas in wage and hour compliance and take proactive steps to mitigate them.

Whether you're an HR veteran looking for a refresher or a newer professional seeking practical, real-world guidance, this session will give you actionable strategies to protect your organization, ensure compliance, and avoid litigation.

## **April 21: Background Checks & Ban-the-Box Compliance: Hire Smart, Stay Compliant**

Hiring the right people starts with good information but conducting background checks comes with legal risks. Federal and state laws, including ban-the-box restrictions, limit what you can ask and how you can use that information.

In this practical session, you'll learn how to screen candidates effectively *and* legally. We'll cover:

- Conducting background checks that comply with federal and state regulations.
- Navigating ban-the-box laws and timing restrictions in hiring.
- Mitigating risk in your hiring and onboarding process.
- Properly documenting screening decisions to protect your organization.

Whether you're an HR pro, manager, or recruiter, this session equips you to hire confidently while staying compliant and minimizing liability.

## **May 5: Recruitment & Retention: HR Best Practices for the 2026 Workforce**

Finding and keeping the right talent has never been more critical—or more challenging. With a rapidly changing workforce, evolving candidate expectations, and compliance obligations, managers and HR professionals need practical strategies to attract, hire, and retain top performers.

In this forward-looking session, you'll learn how to:

- Implement HR best practices that align with modern workforce planning.
- Conduct effective, compliant interviews that identify the best candidates.
- Understand key legal considerations in recruiting and hiring.
- Develop retention strategies to keep top talent engaged and committed.

This session is designed for managers, HR professionals, and hiring teams who want actionable guidance for building a strong, compliant, and future-ready workforce in 2026.

## **May 19: Eliminating the Confusion on FMLA: Administer with Confidence**

Administering the Family and Medical Leave Act (FMLA) can be tricky—but understanding it fully can protect your organization and give you an advantage. Missteps in FMLA administration can lead to legal risk, employee disputes, and compliance headaches.

In this practical, real-world session, you'll learn how to:

- Navigate FMLA rules and requirements with confidence.
- Implement policies that cover all leave scenarios your organization may face.

- Handle potential misuse while remaining compliant.
- Apply lessons from real-life cases to avoid common pitfalls.

Whether you're new to FMLA or looking for a refresher, this session will provide actionable guidance to administer leave accurately, reduce confusion, and protect your organization from legal exposure.

**Tuition:**

**\$65.00 per person, per webinar**

**Tuition includes a copy of the PowerPoint presentation and live recording emailed to registered individuals.**

**The Zoom information will be sent to each participant one week prior to the webinar.**

**Schedule:**

**Every Other Tuesday, beginning March 10, 2026 – November 3, 2026  
1:00pm-2:30 pm EST**

**Upcoming Webinars Include:**

**June 2: ADA Compliance and Reasonable Accommodations: Protect Your Workforce and Your Organization**

**June 16: Employee Experience & Engagement: Thriving in a Changing Workplace**

**June 30: Building Smarter Compensation Systems: Total Rewards Strategies for Retention & Growth**

**July 14: Leading with Respect: Recognizing & Preventing Harassment and Discrimination**

**July 28: How to Conduct Internal Investigations: Get it Right the First Time**

**August 11: Performance Management for Leaders: Driving Accountability, Growth, & Results**

**August 25: Conflict Resolution for Leaders & HR: Turning Workplace Tension into Productive Outcomes**

**Please click [HERE](#) to register for SESCO's 2026 Webinars  
For more information or registration; contact [tonya@sescomt.com](mailto:tonya@sescomt.com)**

**Cancellation Policy:**

Requests for cancellations or substitutions will be honored if they are received seven (7) days prior to the beginning of the seminar. Cancellations after (7) days may substitute other names; otherwise, the company will be billed for the full amount of the webinar.