



We Are Pleased to Announce

2026 SESCO Webinar Series (Part 2)

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.

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

Did you know more than 18 million Americans in the workforce have a registered disability? Missteps under the Americans with Disabilities Act (ADA) can be costly resulting in fines, investigations, or legal action.

This practical, high-impact session will help you navigate ADA requirements with confidence. You'll learn how to:

- Understand employer obligations under the ADA and ADA Amendments Act (ADAAA)
- Identify when and how to provide reasonable accommodations.
- Determine what qualifies as a disability and essential job functions.
- Protect your organization from discrimination claims and legal exposure.

Whether you're new to ADA compliance or looking to sharpen your knowledge, this session provides actionable guidance to ensure your workplace is fair, inclusive, and legally compliant.

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

A highly engaged workforce isn't just happier, it's more productive, innovative, and loyal. But in today's rapidly evolving workplace, engagement requires more than perks—it requires strategy.

In this session, you'll explore how to enhance employee experience through culture, communication, and recognition programs. We'll share practical strategies and real-world examples to help you connect with employees, boost engagement, and strengthen retention.

Topics include:

- Key drivers of employee engagement in a changing workplace.
- Designing recognition and feedback programs that actually work.
- Leveraging technology to improve communication and employee experience.
- Measuring engagement and adapting strategies for maximum impact.

Discover actionable ways to create an environment where employees feel valued, motivated, and equipped to do their best work every day.

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

Compensation is no longer just about salary—it's about strategy. In today's competitive labor market, organizations that design thoughtful compensation systems and compelling total rewards programs are the ones that attract top talent and keep them.

This session goes beyond pay scales and market data. We'll explore how compensation connects to retention, engagement, performance, and long-term workforce planning. You'll learn how to design systems that are competitive, equitable, sustainable—and aligned with your organizational goals.

Key discussion areas include:

- Developing structured, defensible pay systems.
- Aligning compensation with performance and business strategy.
- Integrating total rewards (benefits, incentives, flexibility, development opportunities) into retention planning.
- Addressing internal equity and external competitiveness.
- Avoiding common compensation pitfalls that drive turnover.

If your organization is struggling with pay compression, retention challenges, or inconsistent compensation practices, this session will help you rethink your approach and build a stronger, more strategic foundation.

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

Harassment and discrimination happen in workplaces every day and they don't just make headlines; they disrupt teams, hurt morale, and create legal and reputational risk for organizations. Managers and leaders are on the front lines of preventing misconduct and fostering a culture of respect yet knowing how to respond in real-world situations can be challenging.

This session moves beyond the "legal definitions" to focus on practical, day-to-day applications. You'll learn how to:

- Recognize harassment and discrimination in subtle and overt forms.
- Address inappropriate behaviors before they escalate.
- Respond effectively to employee complaints and concerns.
- Implement proactive strategies to prevent harassment and discrimination.
- Navigate sensitive situations while maintaining fairness and professionalism.
- Understand the impact of leadership actions on workplace culture.

Through real-life examples, interactive discussion, and actionable strategies, managers will gain the tools to create a safe, respectful, and productive workplace while reducing risk for the organization.

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

When a workplace issue arises, how it's handled can make all the difference. A well-conducted internal investigation uncovers the facts, resolves conflicts, and protects your organization—but missteps can escalate problems, create legal risk, and damage trust.

This session focuses on **real-world strategies and practical skills** for conducting effective investigations. You'll learn how to:

- Approach investigations objectively while respecting all parties involved.
- Gather and document evidence in a professional, credible manner.
- Navigate complex legal and organizational requirements.
- Avoid common mistakes that can undermine the investigation or expose the organization to risk.
- Communicate findings and conclusions clearly and responsibly.

Walk away with a practical toolkit you can apply immediately—so you can handle workplace issues confidently, maintain credibility, and ensure your investigations produce clear, actionable results.

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

Performance management isn't a once-a-year review—it's an ongoing leadership responsibility. When done well, it drives accountability, strengthens engagement, and improves organizational results. When done poorly, it creates confusion, frustration, and turnover.

This session equips leaders with practical tools to manage performance confidently and consistently. We'll focus on real-world leadership interactions—setting expectations, coaching through challenges, addressing underperformance, and developing high performers.

Key topics include:

- Setting clear, measurable performance expectations
- Delivering meaningful feedback (not just annual reviews)
- Coaching for development and accountability
- Addressing performance issues early and effectively
- Aligning individual goals with organizational priorities

You'll walk away with a practical framework to lead performance conversations that are clear, constructive, and results driven.

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

Productive Outcomes

Workplace conflict is inevitable—but unmanaged conflict is costly. From team tension and personality clashes to performance disputes and policy disagreements, unresolved issues impact productivity, morale, retention, and organizational culture.

Leaders and HR professionals play critical—and complementary—roles in resolving workplace conflict. This session provides practical, real-world strategies to address issues early, guide difficult conversations, and ensure fair, consistent outcomes.

We'll explore:

- Recognizing early warning signs of employee conflict
- Understanding when leaders should handle issues directly—and when HR should step in
- Navigating emotionally charged conversations with professionalism.
- Facilitating productive dialogue and restoring working relationships.
- Balancing empathy, accountability, and policy compliance.

Rather than avoiding conflict, you'll learn how to manage it strategically strengthening teams while reducing organizational risk.

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:

September 8: Termination Done Right: Defensible Documentation & Reducing Legal Risk

September 22: Bridging the Generational Divide: Leading a Multi-Generational Workforce

October 6: The Human Side of Leadership: Essential Skills for Today's Managers

October 20: Communicating with Impact: The Leadership Skill That Changes Everything

November 3: Leading Through Change: Strategies for HR & Organizations Leaders

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