



We Are Pleased to Announce

## 2026 SESCO Webinar Series (Part 3)

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.

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

Few leadership responsibilities carry more risk than terminating employment. When handled poorly, terminations can lead to claims of discrimination, retaliation, wrongful discharge, or unemployment disputes. When handled properly—with clear documentation and consistent practices—they protect the organization and reinforce accountability.

This session focuses on the real-world decisions leaders and HR professionals make every day leading up to termination. Because the reality is this: most termination risk isn't created in the final meeting—it's created in the months of inconsistent documentation and unclear expectations beforehand.

We'll cover:

- Building defensible documentation from the first performance conversation
- Identifying red flags that increase legal exposure.
- Ensuring consistency in discipline and decision-making.
- Preparing for high-risk terminations.
- Conducting professional, controlled termination meetings.
- Coordinating between managers and HR to minimize liability.

This is not just about “how to fire someone.” It's about building a defensible, fair process that protects your organization while maintaining professionalism and dignity.

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

For the first time in history, up to five generations are working side by side—from Traditionalists and Baby Boomers to Gen X, Millennials, and Gen Z. Each brings different expectations, communication styles, work preferences, and definitions of success.

When generational differences are misunderstood, they can create tension, miscommunication, and retention challenges. When understood and leveraged strategically, they drive innovation, engagement, and stronger performance.

This session moves beyond stereotypes to focus on practical leadership strategies for managing generational diversity in today's workplace.

We'll explore:

- What truly differentiates each working generation—and what doesn't.
- How generational perspectives shape communication, feedback, and motivation.
- Managing expectations around flexibility, career growth, and work-life integration.
- Preventing generational conflict and bias.
- Creating inclusive policies and practices that resonate across age groups.

Leaders and HR professionals will gain insights to foster collaboration, strengthen culture, and align workforce strategies with today's evolving talent landscape.

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

Technical expertise may earn someone a leadership role—but soft skills determine whether they succeed in it.

In today's workplace, employees expect leaders who communicate clearly, listen actively, show empathy, and create safe environments. The ability to navigate personalities, manage emotions, build trust, and lead with authenticity is what separates effective leaders from ineffective ones.

This session focuses on the interpersonal skills that drive engagement, collaboration, and performance.

We'll explore:

- Emotional intelligence and self-awareness in leadership
- Active listening and clear, respectful communication
- Building trust and credibility with diverse teams
- Giving and receiving feedback constructively
- Managing stress, tension, and difficult personalities
- Leading with empathy while maintaining accountability

When leaders strengthen their soft skills, they strengthen culture, retention, and results. This session provides practical strategies leaders can apply immediately in everyday workplace interactions.

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

Poor communication is one of the most common—and costly—workplace challenges. Misunderstandings lead to conflict, disengagement, low morale, and performance issues. Strong communication, on the other hand, builds trust, clarity, and accountability.

This session focuses on the interpersonal communication skills leaders need to be effective in today's workplace. It's not just about what you say—it's how you say it, when you say it, and how well you listen.

We'll explore:

- Communicating expectations clearly and consistently
- Active listening and responding with intention.
- Adjusting communication styles for different personalities and generations
- Delivering feedback in a way that motivates rather than discourages.

- Managing difficult or emotionally charged conversations.
- Communicating during change, uncertainty, and conflict.

Great leaders don't leave communication to chance. They approach it intentionally, knowing that clarity and connection drive performance. This session equips leaders with practical tools to communicate in ways that strengthen relationships and improve results.

### **November 3: Leading Through Change: Strategies for HR & Organizational Leaders**

Change is constant—new systems, restructuring, growth, workforce shifts, leadership transitions, and evolving employee expectations. But while change is inevitable, resistance and disruption don't have to be.

HR and organizational leaders play a critical role in shaping how change is communicated, received, and sustained. Poorly managed change leads to confusion, disengagement, and turnover. Well-led change builds resilience, trust, and momentum.

This session focuses on the human side of change and the leadership behaviors that drive successful transitions. We'll explore:

- Why employees resist change—and how to address it
- Communicating change with transparency and credibility
- Supporting managers as change champions
- Maintaining engagement and morale during uncertainty
- Aligning culture, processes, and accountability with new initiatives
- Sustaining change beyond the initial rollout

Whether you're implementing a new policy, restructuring teams, or navigating organizational growth, this session will help you lead change intentionally and effectively.

#### **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**

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

