



Advanced Certificate in Strategic Employment Law

While other leaders scramble to understand new court decisions and regulatory changes, you'll walk away knowing exactly how they affect your strategic business operations and what to do about it.

2 days

DURATION

\$1,575

INVESTMENT

13 credits

SHRM/HRCI/CLE

IN PERSON

Program Overview

Build Advanced Employment Law Expertise That Drives Strategic Business Decisions

While other leaders scramble to understand new court decisions and regulatory changes, you'll walk away knowing exactly how they affect your strategic business operations and what to do about it.

The Advanced Certificate in Strategic Employment Law is 2 intensive days where you'll master sophisticated employment law strategies with practicing attorneys who handle complex, high-stakes matters - working through the challenging scenarios that require executive-level judgment, not basic compliance checklists.

What You'll Gain

- ✓ **Advanced employment law strategies** – Complex discrimination litigation, high-risk terminations, retaliation defense, union campaigns, executive departures, and whistleblower investigations
- ✓ **Real-world application** – Work actual cases and scenarios you'll face Monday morning
- ✓ **Expert attorney-led instruction** – Learn from practicing employment law specialists
- ✓ **Professional certification** – Earn your certificate plus 13 SHRM/HRCI continuing education credits

What You'll Master in 2 Days

A comprehensive advanced curriculum covering the most pressing employment law challenges facing HR leaders and in-house counsel today.

New Administration Agenda

- FOUNDATION** DOL enforcement priorities
- FOUNDATION** EEOC initiatives
- ADVANCED** NLRB policy shifts
- ADVANCED** Non-compete crackdown

Supreme Court Watch

- FOUNDATION** Title VII rulings
- ADVANCED** DEI challenges
- ADVANCED** Religious accommodation
- EXPERT** Agency authority

AI in Employment

- FOUNDATION** EEOC enforcement
- ADVANCED** State requirements
- ADVANCED** Vendor liability
- EXPERT** Testing obligations

Political Speech

- FOUNDATION** Off-duty social media
- FOUNDATION** First Amendment limits
- ADVANCED** Workplace ideology conflicts
- EXPERT** Policy drafting

Reverse Discrimination

- FOUNDATION** Claim surge
- ADVANCED** Harvard spillover
- ADVANCED** Documentation standards
- EXPERT** Legally durable DEI

Title VII Post-Bostock

- FOUNDATION** LGBTQ+ protections
- FOUNDATION** Policy updates
- ADVANCED** Religion intersections
- ADVANCED** Discipline consistency

Flexible Work Litigation

- FOUNDATION** Return-to-office mandates
- ADVANCED** Telework accommodations
- ADVANCED** Time tracking requirements
- EXPERT** Surveillance tools

Curriculum (Continued)

FLSA Battlefield

- FOUNDATION** Salary threshold changes
- ADVANCED** Gig worker classification
- ADVANCED** Off-the-clock claims
- EXPERT** Pay transparency

Investigations Masterclass

- FOUNDATION** Remote workforce challenges
- ADVANCED** AI-assisted investigations
- ADVANCED** Escalation decisions
- EXPERT** Privilege protection

Modern Investigation Challenges

- FOUNDATION** Remote/hybrid workplace misconduct
- FOUNDATION** Digital harassment & text-based abuse
- ADVANCED** Social media & off-duty conduct
- ADVANCED** Union, DEI, and reverse discrimination complaints

Legal Triggers & Investigation Fundamentals

- FOUNDATION** When an employer must investigate
- FOUNDATION** Anonymous, digital, and third-party complaints
- ADVANCED** Internal vs. external investigator selection
- ADVANCED** Planning scope & sequencing of interviews

Preparing and Structuring the Investigation

- FOUNDATION** Developing an investigation roadmap
- FOUNDATION** Neutrality and bias safeguards
- ADVANCED** Confidentiality boundaries
- ADVANCED** Role of HR vs. legal vs. management

Evidence Collection & Documentation

- FOUNDATION** Contemporaneous notes vs. formal summaries
- ADVANCED** Digital evidence
- ADVANCED** Authenticity & chain of custody
- EXPERT** Privilege considerations

Interviewing Techniques & Witness Management

- FOUNDATION** Interview approach for complainant, respondent, and witnesses
- ADVANCED** Trauma-informed interviewing
- ADVANCED** Cultural and neurodivergent communication considerations
- EXPERT** Dealing with reluctant or fearful witnesses

Credibility Assessment

Your Expert Instructors

Learn from practicing attorneys and industry experts who bring real-world experience to every session.



Brenda Heinicke, Esq.

Director, Global Employment Law, Terumo Blood & Cell Technologies

Brenda represents employers on discrimination, wage-and-hour compliance, workplace privacy, and wrongful termination ...



Wayne Williams, Esq.

Founder, Law Offices of Wayne Williams

Wayne advises employers on discrimination, harassment, wrongful discharge, wage-and-hour compliance, and traditional ...



John Wymer, Esq.

Partner, Thompson Hine LLP

John represents public and private sector employers in discrimination, wage-and-hour, labor negotiations, and ERISA d...



Ray Deeny, Esq.

Partner, Taft Stettinius & Hollister LLP

Ray has represented management in labor and employment disputes for over 40 years, winning the vast majority of his f...

What Participants Say

"The Advanced Certificate in Employment Law presented by Ray Deeny is by far the best conference I have attended. Ray's in-depth knowledge of all aspects of employment law is amazing. I have never walked out of an IAML program without learning something that I could apply immediately. Hands-down the best value for your money. If you can choose only one employment law conference, this is the one!"

Laura Massa

SVP, Human Resources, Sun Communities & Sun RV Resorts

"This was my 13th year in a row attending an IAML program. These classes and instructors present real life situations that HR deals with every day. Classes are informative and fun!"

Nancy Myles

Human Resources Manager, Kadant Black Clawson LLC

"IAML is my 'go-to' source for continuing education to ensure I am current in employment law. John Wymer consistently provides applicable case studies and 'real life' interpretations of the law. He keeps the class entertained while at the same time providing us with tips we can implement immediately in our own companies."

Susie White

Employee Relations and Training Manager, Alfa Insurance

"Really enjoyed Ray's presentation; particularly the way he shared his viewpoint when describing today's labor and employment law environment!"

Bill Davidson

Senior Ethics Coordinator, Georgia Power Company

"The program was very informative, the conversation and informal interaction with other participants was very useful. John was awesome with his delivery of the material and made every effort to address questions and topics that we raised."

Charlotte Witt

Senior Employee Relations Specialist, Christiana Care Health System

"This conference is one of the best methods to stay up-to-date in the ever-changing world of employment law."

Jeff Herring

Chief Human Resources Officer, University of Utah

"John Wymer was, as always, excellent! His knowledge of current case law and ease of interaction with the class is exceptional."

Mike Reinerth

Sr. Vice President - Chief Human Resources Officer & Lead Negotiations Advisor, Sparrow Health System

Program Details

Investment

\$1,575

Includes all instruction, materials, and continuing education credits

Professional Credits

13

SHRM, HRCI, and CLE credits included

Delivery Options

- In Person sessions available

What's Included

- Live instruction from practicing attorneys
- Complete program materials
- 12 months of quarterly updates
- \$300 alumni discount on future programs

Frequently Asked Questions

How is this different from the Certificate in Employee Relations Law?

The foundational program teaches you how employment law works. This advanced program focuses on what's changing right now and what's coming next: new administration priorities, recent Supreme Court decisions, AI in employment, reverse discrimination claims, and the strategies experienced practitioners use to navigate complex situations. Think of it as the difference between learning the rules and learning how to win.

Will I be ready to handle complex employment matters after completing this program?

Yes. The program is designed for immediate application to sophisticated situations: high-risk terminations, retaliation defense, DEI program challenges, AI compliance, executive departures, and whistleblower investigations. You'll leave with current legal frameworks, strategic decision-making tools, and the confidence to advise leadership on the complex employment matters that keep organizations out of litigation.

Do I need to complete the Certificate in Employee Relations Law first?

No, but it helps. This program assumes you have working knowledge of employment law fundamentals: Title VII, ADA, FMLA, wage and hour basics. If you're an experienced HR professional, in-house counsel, or have been handling employment matters for a few years, you'll be ready for the advanced content. If you're newer to employment law, consider starting with the foundational Certificate in Employee Relations Law.

Take the Next Step

Join HR professionals and employment attorneys who have mastered Advanced Certificate in Strategic Employment Law. Build the legal foundation that protects your organization and advances your career. Upcoming sessions are available in-person and virtual formats.

RESERVE YOUR SPOT

Visit **iaml.com** to view upcoming sessions and register

Questions?

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