Workplace Investigations

for the case on your desk

A complaint comes in Friday. By Monday you have two versions of the same meeting and a chat log that cuts both ways. This program works through what comes next: interview order, conflicting accounts, credibility without a smoking gun, and writing the report.

Taught by practicing employment attorneys, on realistic cases, with HR peers from other employers.

DATES	TIME	FORMAT	CREDIT
Feb. 23 to 26, 2027 Tuesday to Friday	11:00 AM to 2:45 PM Eastern Each day	Live online 4 half-days on Zoom	13 SHRM and HRCI recertification credits

Tuition

$1,575 per seat

Bring a colleague and both seats drop to $1,325.

- Every seat after the second is $1,325 too
- Pay by card, invoice or purchase order
- Certificate of completion and 13 SHRM and HRCI recertification credits

Who it's for

- HR professionals and HR business partners
- Employee Relations specialists
- Compliance leaders and in-house legal teams
- Managers who support investigations
- Anyone responsible for responding to workplace complaints

No prior investigation experience needed. The program is useful for people new to investigations and for experienced HR or legal professionals who want a more structured process.

Since 1979
TRAINING HR PROFESSIONALS

80,000+
IAML ALUMNI

Practicing attorneys
WHO TEACH HR



Dawn Kubik leads the Feb. 23 to 26 sessions.

A working workplace investigator as well as an employment attorney.

Inside

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What the 4 half-days cover

The order a real investigation runs in, practiced on realistic cases.

01	**Intake, scope, and interview order**	What is being investigated, what is out of scope, what to preserve, and who you talk to first.
02	**Witness interviews**	Open and follow-up questions, reluctant witnesses, and how to keep from leading the answer.
03	**Screenshots, chat logs, and documents**	Messages, timelines, policies and notes, and what to do when the evidence cuts both ways.
04	**Credibility without a smoking gun**	Weighing accounts that conflict: consistency, corroboration, plausibility, motive and timing.
05	**The report and closeout**	Findings leadership can follow, communicating the outcome, and watching for retaliation.

How live online works

Live on Zoom, 4 half-days

Tuesday to Friday, 11:00 AM to 2:45 PM Eastern each day.

Practicing employment attorneys

Practicing employment attorneys, not academics. Dawn Kubik, a working workplace investigator, leads this date.

Realistic cases

Screenshots, chat logs and accounts that conflict. You work the case the way it lands on your desk.

HR peers from other employers

Discussion with HR professionals from other employers, on the same realistic cases.

IF SOMETHING COMES UP

Miss a half-day? You get the on-demand version of that part.

WHEN YOU FINISH

Certificate and credits

Every program carries a certificate of completion and 13 SHRM and HRCI recertification credits, live online or on demand.

Taught by the attorneys employers call when these decisions go wrong.

They have handled the cases HR is trying to avoid, so they teach how those cases unfold, not just what the law says.



Leads the Feb. 23 to 26 sessions

Dawn Kubik

Workplace Investigator, Trainer, and Employment Attorney
Kubik Workplace and Investigative Services

- A working workplace investigator
- Has handled employment disputes for both plaintiffs and defendants



Wayne Williams

Founder
Law Offices of Wayne Williams

- IAML faculty for over 20 years
- Former University of Colorado professor



Brenda Heinicke

Head of Global Employment Law
Terumo Blood & Cell Technologies

- IAML faculty for over 15 years
- Has represented employers on discrimination, wage and hour compliance, workplace privacy and wrongful termination disputes



Kadale Lubin

Managing Associate
Thompson Hine LLP

- Best Lawyers: Ones to Watch, 2025 to 2027
- Represents employers in discrimination, harassment and retaliation claims



John Wymer

Partner
Thompson Hine LLP

- Has represented employers in discrimination, wage and hour, labor negotiation and ERISA disputes
- Has appeared before federal courts, the NLRB, the EEOC and the Department of Labor

What participants say

"Having everyone participate and practice was an effective way to work on our interview skills, and at the same time challenge some techniques that are possibly outdated or ineffective."

Chandra Talerico
Human Resources Business Partner, L3Harris

"Fantastic blend of "need to know" information with practical application. I appreciated the role playing and feedback to help us be better interviewers and investigators. The take-away information and tools were also excellent!"

Jami Painter
Associate Vice President for HR, University of Illinois System

"Excellent course for establishing a foundation in conducting investigations."

George Vukazich
Sr. Director, Employee and Labor Relations, City of Hope

Who sends people to IAML

AutoZone
Boeing
Cedars-Sinai
ChristianaCare
Comcast
Darden Restaurants
Dow
Federal Reserve Bank of Dallas
FedEx
GSK
Honeywell
Intermountain Health
JM Family Enterprises
JPMorganChase
Kimberly-Clark
L3Harris
Liberty Mutual
Los Alamos National Laboratory
Mayo Clinic
Newmont
Nordstrom
Procter & Gamble
Sandia National Laboratories
Shaw Industries
Southern California Edison
State Farm
The Home Depot
TJX Companies
UPS
Vanguard

A partial list of organizations that have sent people to IAML programs. IAML has trained 80,000+ HR professionals since 1979, with practicing attorneys, not professional trainers.

What your approver will ask

Everything a manager or budget owner needs to say yes, on one page.

☐	WHEN	Feb. 23 to 26, 2027, Tuesday to Friday, 11:00 AM to 2:45 PM Eastern
☐	FORMAT	Live online, 4 half-days on Zoom
☐	CREDITS	13 SHRM and HRCI recertification credits, plus a certificate of completion
☐	COST	$1,575 a seat. Bring a colleague and both seats drop to $1,325.
☐	PAYING	Invoice or purchase order accepted. Card works too.
☐	CHANGES	Full refund up to 14 days before the program starts. Transfer to a later date at any time.

The details behind each answer

Every live date runs, guaranteed

Put Feb. 23 to 26 on the calendar now. Miss a half-day? You get the on-demand version of that part.

Invoice or purchase order

Your company can pay by invoice or purchase order. Invoices are payable up to 60 days out. Choose Request invoice at checkout and add your PO number.

Bring a colleague

Bring a colleague and both seats drop to $1,325. Every seat after that is $1,325 too. If a colleague registers after you have paid, IAML refunds the difference on your seat.

Refunds and transfers

Full refund if you cancel up to 14 days before the program starts. Transfer to a later date at any time.

REGISTER ONLINE

www.iaml.com/programs/workplace-investigations

Choose the number of seats at checkout, or ask for an invoice there.

OR CALL

(949) 760-1700

Group planning, invoice routing, or questions about the program.

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