

CURRICULUM, Cont'd

PART V: Enforcement of Tribal Employment Rules

This is where theory meets reality. Leadership knows its authority, knows its goals, and knows what rules it wants. Enforcement is a stress test. Is leadership willing to follow its own rules, even if it does not like the results of a delegated decision? Is leadership willing to empower HR as to the process for enforcement and/or decision making/advising? As a general rule, effective leadership means considering these issues before rules are adopted so leadership can be consistent and relied upon by its constituents.

What authority is leadership willing to give away and what are the reasons leadership should consider in assessing real delegation of employment decisions? What role should HR have in advising on this issue, and what authority should HR have over employment issues and how they are enforced?

- Why enforcement is the crucial stress test for employment
- Why Tribal leadership might delegate real authority over employment enforcement decisions
- What type of decisions should employees be able to appeal?
- Who is the final decision maker?
- What is the role of HR in this process?

PART VI: Reviewing/Auditing Current Rules: Effective Rule Writing

The best practice is to write personnel rules in an understandable, user-friendly, concise format and to include the rules in the employee handbook. The goal is effectively communicating leadership's expectation, goals, and the rules that support those goals – including how enforcement of the rules really works.

- Clarity
- Simplicity
- Legality
- Fairness
- Protection

Join us for this comprehensive one-day workshop!

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