



Work Culture Assessments

Partner with Seyfarth to assess and enhance your work culture to attract, retain, and motivate top talent in the Great Resignation/ COVID-19 pandemic era.

The COVID-19 pandemic has brought with it dramatic, lasting changes to the world of work and has significantly accelerated the pace of change. Hybrid and remote workforces; distributed workforces; the Great Resignation; employees' shifting priorities; the focus of millennials and Gen Zs (currently 50% of the workforce) on pursuing a career with meaning that is consistent with their values; and technological advancements that have altered *how* work is performed have resulted in one of the most transformative periods in the world of work.

Work culture is more important now than ever. To attract and retain top talent in this new era, employers must envision, help create, and nurture a work culture that attracts the most highly sought after applicants and retain the most valuable employees. Employers that are slow to act are putting one of their most valuable assets—their talent—at great risk. The right culture also leads to less employee relations concerns, lower turnover, and reduced legal risks.

HOW WE HELP

Seyfarth attorneys, who are thought leaders in the *Future Employer* space, have combined decades of experience partnering with employers to assess their work culture and to develop and implement policies and practices that promote the culture they seek to create—all within a framework that prioritizes both their business objectives and legal compliance.

AS PART OF THIS UNIQUE ENGAGEMENT—WHICH CAN BE CURATED TO A PARTICULAR CLIENT'S NEEDS AND PRIORITIES—SEYFARTH ATTORNEYS:

Work with employers to help them further define the culture they seek to create—a culture that is consistent with their unique vision and mission, business objectives, and economic realities.

Assess employers' work culture in its current state to identify (1) problematic practices that erode their desired work culture of which many are not aware; and (2) those beneficial practices that both help enrich the culture they seeks to create and promote their business objectives.

Partner with employers to develop and implement a proactive, pragmatic strategy designed to eliminate problematic practices and policies that work *against* their desired work culture, and create and enhance those policies and practices that help *promote* and *strengthen* that desired work culture.

WHAT SETS US APART

Our attorneys have been at the forefront of this work since long before this transformative period that is demanding a deeper focus on work culture.

We have a well-defined and tested methodology to work culture assessments—from kickoff and planning; to data and document collection and analysis; to development and implementation of strategy, policies, and practices to better define and promote work culture and ultimately to help our clients achieve the culture they envision.

Additionally, as highly experienced employment attorneys, we offer a unique, invaluable perspective that sets us apart from non-attorney consultants: a framework that prioritizes both our clients' business objectives and legal compliance and that helps our clients effectively manage legal risk.

OUR SERVICES

We help our clients:

- Sharpen and redistribute written policies.
- Ensure multiple, open reporting channels and robust protocols.
- Develop effective training, hiring and onboarding practices.
- Strengthen public relations strategy and competency.
- Develop hotline and complaint escalation processes.
- Develop reasonable accommodation processes.
- Advise on management and leadership style, and supervisor/manager competency.
- Enhance the effectiveness of training and pursue proactive reinforcement.
- Analyze culture and model behavior from the top.
- Enhance team work and morale across a variety of topics.
- Develop strong parameters for fairness and rewards.

SELECT RECOGNITION

Law360

In 2021, *Law360* named Seyfarth an "Employment Practice Group of the Year" for the 10th time.

Chambers USA

The 2021 edition of *Chambers USA: America's Leading Lawyers for Business* ranked Seyfarth Band 1 for Labor & Employment.

Legal 500

In 2021, *Legal 500* recognized Seyfarth as a top nationwide practice in Labor-Management Relations and Workplace and Employment Counseling.

CONTACT US

If you would like to learn more about our services, please contact a Seyfarth attorney, or visit:

seymarth.com/employee-relations-and-cultural-assessments.