

LMVT Effective Supervisor[®] Training 2026



LEHR MIDDLEBROOKS
VREELAND & THOMPSON, P.C.

LABOR • EMPLOYMENT • IMMIGRATION

Your Workplace Is Our Work.[®]

The Effective Supervisor[®]

Your Presenter for This Program



Whitney R. Brown is a partner with the firm, representing employers in discrimination and leave-related suits, and also counseling them in making employment decisions to avoid risks of litigation. Whitney has recently been named an “Up and Coming Attorney” in *Labor and Employment* by Chambers USA; and has frequently been recognized as a leading employment lawyer by *Super Lawyers*, *Birmingham Magazine*, and others.

The Effective Supervisor[®] Seminar

Our program opens with an introductory 60-90 minutes on leadership and motivating employees to unleash their discretionary energy.

Over the course of the rest of the day, the program will provide all the employment law that supervisors, managers, and early-career HR personnel need to lead without fear, even in difficult circumstances.

This includes particular focus on the subject of managing employee medical issues and all types of accommodation, to which we devote a minimum of one hour. Even if you or your managers have attended the Effective Supervisor or similar training in the past, there could not be a better time to refresh than now, given the significant changes to accommodations law in the past 2 years:

- The Pregnant Worker Fairness Act became effective;
- The EEOC issued draft regulations to implement the PWFA that go far beyond the statute’s language and intent;
- The U.S. Supreme Court, in a 9-0 decision, articulated a new standard for evaluating religious accommodation requests;
- EEOC Charge filings with a religious claim jumped 600% in Fiscal Year 2022, driven by denial of accommodation claims related to vaccination issues;
- The continued evolution of Americans with Disabilities Act case law, including a case where an employer’s actions so infuriated a jury that it awarded a single employee \$36,000,000 in punitive damages (later reduced to the statutory maximum of \$300,000).

In addition to an increase in ADA Charge filings, [EEOC Charge filings overall increased by 9.2% in Fiscal Year 2024](#).

Finally, we conclude with the important practical skills for creating communication and documentation that motivates change and convinces judges and juries.

Who Should Attend?

Our Effective Supervisor[®] presentations are prepared especially for front-line supervisors and managers, but are also appropriate for HR professionals and small business executives who regularly weigh in on employee relations issues.

Informative and Relevant Topics

Attendees of The Effective Supervisor[®] seminar will receive relevant and timely information for all phases of the employment relationship, from hiring to evaluations to discipline to termination. The topics covered include:

- Engaging your workforce
- The employment law basics
- Identifying and partnering with Human Resources or upper-level management to resolve complaints of harassment, discrimination, or retaliation
- Implementing reasonable accommodations while upholding performance standards
- Conducting effective interviews and managing an efficient hiring process
- Communicating to build credibility
- Documentation that gets respect and results
- Ending the employment relationship

This program complies with recent Executive Orders and other federal guidance concerning the types of training private employers may sponsor.



Seminar Dates

Oct. 6, 2026	Huntsville, AL – Redstone Federal Credit Union 220 Wynn Dr, Huntsville, AL	8:30 a.m. – 4:00 p.m.
Oct. 13, 2026	Decatur, AL – Police and Fire Training Center 4119-A Old Hwy 31, Decatur, AL	8:30 a.m. – 4:00 p.m.
Oct. 20, 2026	Birmingham, AL – Legacy Community Federal Credit Union 100 Corporate Ridge, Birmingham AL	8:30 a.m. – 4:00 p.m.

Registration Fee

# of Attendees	Cost Per Person
1-2	\$245
3-9	\$220
10 or More	\$195

The Effective Supervisor®

Principles of Effective Leadership

- Building a culture of success.
- Building a culture of engagement.
- Communicating and leading through times of change.

A Supervisor's Guide to Employment Laws

- Employment at will and its exceptions.
- Anti-discrimination law: "Equal opportunity employer" doesn't mean you must treat all employees the same...so what does it mean and who does it cover?
- The rest (or most of them): National Labor Relations Act for union and non-union employers; Fair Labor Standards Act; Family Medical Leave Act.
- Anti-retaliation law: Turning a molehill of a frivolous complaint into a gold mine for a plaintiff's attorney.
- Technology in and around the workplace: Addressing concerns about social media, recording devices, and electronic property.
- Rights employees think they have (but they don't).

Harassment, Bullying, Violence: A Supervisor's Role and Responsibilities

- Drawing the line between irritating and illegal.
- Recognizing and responding to unconventional harassment scenarios that untrained supervisors easily miss.
- Practices to prevent workplace violence.

Medical (and Religious) Matters Matter

- Religious accommodations: What is required and what is not.
- Disability accommodations: The safe question that will help you determine if an employee needs a disability accommodation and creating those accommodations.
- Pregnancy accommodations: Giving supervisors the tools they need to help employers comply with the Pregnant Worker Fairness Act.
- Why supervisors should love the Family Medical Leave Act.
- Managing employees who are receiving accommodations or leave.

Successful Hiring and Interviewing

- The best questions to ask, the legal questions to ask, and winning over the best candidate.

Managing Employee Performance and Conduct

- Great Documentation: Writing that gets responses from subordinates, appreciation from Human Resources and your boss, and deference from employment agencies, judges, and juries.
- Performance Evaluations: Exhibit A, but whose?
- Investigations: Organizing and documenting he-said/she-said situations.
- Discipline: Teach or punish?

Ending the Employment Relationship

- Handling resignations, terminations, and reductions in force.

Questions and Answers

- Clearing up confusion and returning to topics of the most significance to our attendees.



Registration for The Effective Supervisor[®]

Send Completed Registration Form with Your Check to:

Lehr Middlebrooks Vreeland & Thompson, P.C.
Attn: Jeannie Cobb, P.O. Box 11945, Birmingham, AL 35202-1945

Register with a credit card by visiting us online at www.lehrmiddlebrooks.com
or by phone by calling Jeannie Cobb at (205) 323-9271.

Registrant(s)

Program Location and Date

Company Name, Contact Person, and Phone No.: _____

Enclosed please find payment in the amount of \$_____.

Cancellation Policy: To receive a full refund, the registering party must send written notice of cancellation by e-mail to jcobb@lehrmiddlebrooks.com by 3:00pm Central time *seven* calendar days prior to the program. Any cancellation received after this time but before 8:00am Central on the business day before the program begins is non-refundable but may be transferred to the Decatur program within the same calendar year. Due to more limited capacity at the Birmingham site, we can finalize transfers to that program only if there are still openings at 7 calendar days before the event. Non-refundable registration fees that a customer does not transfer can be partially applied to future programs in 2027 at the rate of 50% credit per registrant. Alternatively, full value of non-refundable registration fees that a customer does not transfer or use for a discount at a future program can be applied as a discount to in-house or virtual Effective Supervisor presentations scheduled to be completed prior to May 1, 2027. The final cost of in-house or virtual presentations depends on travel time (if applicable), if extensive customization of the presentation is requested, and other factors which may affect hard costs or the presenter's time away from work/home. Cancellations occurring after 8:00am Central on the business day before the program begins will not be eligible for a refund, transfer to another location, partial credit for a future program, or as a discount for an in-house or virtual program.

***LMVT's In-House Training Programs**

Do you want to bring all of your supervisors up to speed? Our programs address a wide range of diverse topics that are relevant to today's workplace and can be customized to suit your needs, focusing on YOUR COMPANY's handbook, policies, and practices. For additional information, please visit our website (www.lehrmiddlebrooks.com) or contact Whitney Brown at wbrown@lehrmiddlebrooks.com or (205) 323-9274.



**LEHR MIDDLEBROOKS
VREELAND & THOMPSON, P.C.**

LABOR • EMPLOYMENT • IMMIGRATION

THE ALABAMA STATE BAR REQUIRES THE FOLLOWING DISCLOSURE: "No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers."