



# **Mastering Disciplinary and Termination Matters in Human Resources Management**



**AGILE LEADERS**  
Training Center



# Mastering Disciplinary and Termination Matters in Human Resources Management

## Course Overview:

The course is designed to train HR professionals in managing disciplinary procedures and termination processes. It covers best practices for HR disciplinary actions, handling employee misconduct, and managing termination matters. Participants will learn about progressive discipline processes, HR investigations, workplace misconduct, absenteeism, harassment, and substance abuse policies. The program includes practical case studies and interactive sessions to ensure participants can confidently implement disciplinary procedures and manage employee terminations with precision and compliance.

## Target Audience:

- HR Managers and Directors
- Employee Relations Specialists
- HR Consultants
- Team Leaders and Supervisors

## Targeted Organizational Departments:

- Human Resources
- Employee Relations
- Legal and Compliance
- Operations Management

## Targeted Industries:

- Corporate Enterprises
- Manufacturing
- Healthcare
- Retail
- Education

## Course Offerings:

By the end of this course, participants will be able to:



- Develop and implement effective disciplinary procedures in HR.
- Conduct thorough HR investigations to handle employee misconduct.
- Apply best practices for employee dismissal, including preparing termination letter templates.
- Manage workplace disciplinary actions, from verbal warnings to termination for misconduct.
- Navigate HR policies for addressing absenteeism, harassment, and insubordination.
- Maintain accurate disciplinary records and create detailed disciplinary investigation reports.
- Lead termination meetings with confidence and manage post-termination obligations.

## Training Methodology:

This course uses interactive learning methods to teach practical knowledge and experience. It includes case studies, group discussions, and role-playing exercises to simulate HR processes. Participants receive personalized feedback for an engaging learning experience that directly applies to the workplace.

## Course Toolbox:

- Course ebook covering all aspects of HR disciplinary procedures
- Templates for disciplinary action steps and termination letters
- Checklist for conducting effective disciplinary interviews
- Sample reports for documenting disciplinary actions and investigation findings

## Course Agenda:

### Day 1: Fundamentals of Disciplinary Procedures

- **Topic 1:** Introduction to the Disciplinary Procedure and Its Importance
- **Topic 2:** The Purposes of Discipline in HR
- **Topic 3:** Progressive Discipline: Concepts and Application
- **Topic 4:** Disciplinary Penalties in Progressive Discipline Verbal and Written Warnings
- **Topic 5:** When to Apply the Disciplinary Procedure
- **Topic 6:** Understanding Suspensions, Demotions, and Dismissals in Progressive Discipline
- **Reflection & Review:** Key Takeaways from Day 1 and Practical Applications of Disciplinary Procedures

### Day 2: Conducting Effective Disciplinary Investigations

- **Topic 1:** Introduction to Conducting Disciplinary Investigations
- **Topic 2:** The Purposes and Timing of an HR Investigation
- **Topic 3:** Obtaining Necessary Information for Disciplinary Actions
- **Topic 4:** Interviewing Witnesses and Keys to an Effective Interview
- **Topic 5:** Writing a Comprehensive Investigation Report
- **Topic 6:** Selecting the Appropriate Disciplinary Penalty



- **Reflection & Review:** Reflecting on Investigation Techniques and Best Practices

### **Day 3: Managing Specific Types of Employee Conduct**

- **Topic 1:** Addressing Employee Absenteeism Innocent vs. Culpable Absenteeism
- **Topic 2:** Managing Workplace Harassment and Violence
- **Topic 3:** Handling Dishonesty and Property Damage in the Workplace
- **Topic 4:** Addressing Insubordination and Sexual Harassment Claims
- **Topic 5:** Dealing with Off-Duty Conduct and Criminal Convictions
- **Topic 6:** Creating Last Chance Agreements for Employee Rehabilitation
- **Reflection & Review:** Strategies for Managing Complex Employee Conduct Issues

### **Day 4: Drafting and Delivering Disciplinary and Termination Letters**

- **Topic 1:** Elements of a Disciplinary and Discharge Letter
- **Topic 2:** Writing Effective Termination Letters
- **Topic 3:** Guidelines for Disciplinary Record Management
- **Topic 4:** Sample Letters for Common Disciplinary Situations Suspensions, Warnings, Dismissals
- **Topic 5:** Conducting Disciplinary and Termination Meetings
- **Topic 6:** Following Up After Disciplinary Actions and Terminations
- **Reflection & Review:** Best Practices for Communication and Documentation in Disciplinary Matters

### **Day 5: Legal Considerations and Contractual Aspects in Termination**

- **Topic 1:** Understanding Collective Agreement Clauses in Disciplinary Actions
- **Topic 2:** Key Employment Contract Clauses Related to Termination
- **Topic 3:** Statutory Prohibitions and Legal Protections for Employees
- **Topic 4:** Managing Post-Termination Obligations and References
- **Topic 5:** Addressing Potential Damages Arising from Employee Termination
- **Topic 6:** Maintaining a Fair and Compliant Disciplinary Process in HR
- **Reflection & Review:** Final Review of Legal and Ethical Considerations in HR Termination Processes

## **How This Course is Different from Other Mastering Disciplinary and Termination Matters in Human Resources Management Courses:**

This course offers a complete exploration of technical and practical aspects of HR disciplinary management, integrating disciplinary procedures with hands-on training in HR investigations and workplace misconduct. It emphasizes compliance with legal standards and best practices in HR dismissal procedures, enabling HR professionals to manage workplace discipline effectively.

# WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

## OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

## OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

## WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



**AGILE LEADERS**  
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## Gamified and Interactive Training

We understand that training delivery can be challenging, both online and offline. To ensure engagement and achieve learning objectives, we have developed our own activities and collaborated with industry-leading solutions to gamify our training sessions. This approach increases interaction levels and guarantees effective learning outcomes.



## Our Training Categories

We cover a wide range of training categories to cater to different needs and interests

- Branding, Marketing, Customer Relations, & Sales Programs
- Finance and Accounting Programs
- Human Resources Management Programs
- Management & Leadership Programs
- Political & Public Relations Programs
- Project Management Programs
- Quality & Process Management
- Self-Development Programs

Join Agile Leaders today and embark on a transformative journey towards becoming a more agile and effective leader. Experience our customer-centric approach, actionable training, and guaranteed return on investment. Let us help you unleash your full potential in the dynamic business landscape.



## Where to Find Us

You can join our training programs at our centers located in



We also offer online training sessions through the Zoom platform.

- Malaysia**  
Kuala Lumpur
- Morocco**  
Casablanca
- Spain**  
Barcelona
- France**  
Paris
- UK**  
London
- Italy**  
Rome
- Egypt**  
Cairo  
Sharm El-Sheikh
- Turkey**  
Istanbul
- Georgia**  
Tbilisi
- Azerbaijan**  
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