

Podcast: *HR Bartender*

Episode: Kate Bischoff on HR's Role in Managing Organizational Change

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. In today's episode, Sharlyn Lauby, author of the *HR Bartender* blog and host of this podcast, is back for season 2 of the podcast focused on change. Her guest is Kate Bischoff, an HR Professional and employment law attorney who consults with organizations to find solutions to meet business' needs, as well as the law's requirements. Prior to starting her own business, Kate serves as the HR Officer for the Consulate General of the US Jerusalem . She has been recognized by some of the largest journalistic sources as a leading authority on harassment, technology in the workplace and employment law.

Going along with the theme of this season of *HR Bartender*, Sharlyn first asks Kate to speak about a change she has experienced recently that has turned out surprisingly well. Then, she speaks to how HR professionals can help organizations understand that they don't only operate in the field of compliance. Human resources typically get a bad wrap for always being the people saying "no". However, Kate looks at her field as who gets to be ahead of the curve in making changes in the best interest of employees.

Kate spearheaded a video series unpacking the concepts of technology and compliance. In her field, she has seen her fair share of crappy and outdated employee handbooks. She began thinking about how to help organizations understand the role handbooks have to play in company culture and decided to try out video as an educational medium. In many ways, social media policy serves as a regurgitation of harassment, confidentiality and fair use policies. In Kate's experience, wrapping social media in with normal company policies makes it easy to understand. She also believes employees should be treated as adults and be trusted to make good decisions.

Organizations right now are trying to figure out how to respond to employee requests to get more involved in social issues like human rights and voting rights. Legalities are undoubtedly part of this conversation. The most common reason young people have for wanting to be in HR, Kate has found, is due to a love for people. She loves this answer because loving people means loving those who come to you in all shapes, colors, religions, etc. and wanting them to succeed. Organizations should not be afraid to step into constructive political conversations to better their communities and make their employees proud to work for them.

As the episode wraps up, Sharlyn elaborates on the idea of supporting the people who support you. These people could be clients or consumers, suppliers, or the communities around an organization. She also highlights Kate's point on doing the right thing not only as applicable by law, but by the people around you to make sure they know they can count on you. When that happens, everybody wins.

Links:

Connect with Kate on [LinkedIn](#).

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).

