FIU | Human Resources

Quarter 1 Session 2

WORKFORCE INSIGHT CIRCLE

From Concern to Clarity: When to Engage and Why It Matters (August 13, 2026)

Recognizing early indicators and choosing the right moment

Session Purpose

This session builds on the foundation established in Session 1 by shifting from *understanding ELR as a strategic partner* to *applying that understanding in practice.*

The focus is on helping participants:

- Recognize early indicators of workplace concerns
- Reduce hesitation around seeking guidance
- Strengthen decision-making through timely engagement

By the end of this session, participants will:

- Identify early signals of workplace concerns
- Understand how hesitation contributes to escalation
- Build confidence in determining *when* to engage ELR
- Reframe engagement as a proactive leadership practice