

LATISHA NEWBY, ESQ.

J.D. | SHRM-SCP | PHR



*Employment law. Leadership judgment.
Better people decisions.*

Latisha Newby is an attorney, chief people and legal executive, and leadership educator with more than 20 years of experience. She helps managers and HR professionals handle the people decisions that carry the most organizational risk, and she does it in plain language they can use the next day.

SIGNATURE SPEAKING TOPICS

The Legally Savvy Leader™

The employment law your managers are already applying, whether anyone taught them or not.

Performance conversations, leave approvals, accommodation requests, discipline, terminations: every one carries legal consequences. Leaders leave able to spot exposure early, document consistently, and recognize when to bring in HR.

BEST FOR: Leadership teams, manager cohorts, executive programs

When the Complaint Lands on Your Desk

What you do in the first hour decides whether the process holds up later.

Promises made, wrong questions asked, escalation delayed, information lost. Small early missteps undermine a response before the investigation even starts. This session covers the first hour, the first day, and the first week.

BEST FOR: HR teams, association chapters, conferences

Compliance and Compassion Are Not Opposites

The legally sound decision and the humane decision are usually the same decision.

Leaders are told to choose between protecting the organization and supporting the employee. That framing is wrong. Real workplace scenarios show how to hold expectations and deliver hard decisions without giving up fairness.

BEST FOR: Keynotes, leadership conferences, executive retreats

You're More Ready Than You Think

Why capable HR professionals stall on certification, and what moves them forward.

Candidates underestimate what they already know, drown in the material, or treat situational questions like a memory test. Built on an 85% student pass rate against a national average near 54%.

BEST FOR: SHRM chapters, HR associations, colleges

Latisha Newby, Esq., SHRM-SCP, PHR is an attorney, chief people and legal executive, speaker, and HR certification coach with more than 20 years of experience helping organizations work through complicated workplace decisions.

She has advised executives, developed managers, led HR and legal functions, overseen workplace investigations, built employment policies, and guided organizations through sensitive employee relations matters.

Latisha founded Cultivate HR Consulting and created The Legally Savvy Leader™, a leadership development platform built to help managers make better people decisions before those decisions turn into preventable problems.

She also prepares HR professionals for SHRM and HRCI certification exams using her signature R.E.A.D. Framework™. Her style is direct, warm, and practical.

"Thank you for an amazing session. Everyone was engaged, and we have received positive feedback about your session. We would love to have you back next year."

TIM COCHRAN
CO-CHAIR, SPEAKER AND VENDOR
LIAISON
CAROLINA PAYROLL CONFERENCE

WHAT AUDIENCES WALK AWAY WITH

- Frameworks they can use the next day
- Real workplace examples, not legal theory
- More confidence recognizing and escalating risk
- Practical language for difficult conversations

FORMATS AND SETTINGS

- Conference keynotes and breakout sessions
- Corporate leadership and manager programs
- Executive retreats and leadership meetings
- SHRM chapters and HR associations
- Colleges and emerging leader programs
- Virtual conferences and webinars

CREDENTIALS

- Licensed attorney, North Carolina
- SHRM Senior Certified Professional and PHR
- 20+ years of HR and legal leadership
- SHRM and HRCI certification instructor
- Author, *You're More Ready Than You Think*

WHERE LATISHA HAS SPOKEN

Raleigh Chamber of Commerce • NC State University •
Wake Forest School of Law • SHEEvolved • Athena Leadership Conference •

INVITE LATISHA TO SPEAK

Booking

Bring Latisha to your conference, association, or leadership event.

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SCAN TO INQUIRE