

# **Little Releases Inaugural Report From Its Global Workplace Transformation Initiative**

Little, the world's largest employment and labor law practice representing management, has released the Inaugural Report of Little's Global Workplace Transformation Initiative. The report provides a detailed analysis of how the workplace is changing and addresses the litany of novel issues created for employers worldwide.

This is the first report from Little's newly formalized Global Workplace Transformation Initiative, which enables employers to capture the benefits of the technological revolution sweeping through today's workplaces while mitigating the risks. The initiative, which evolved from Little's Robotics, AI and Automation practice group, integrates the full range of the firm's global capabilities to provide the resources employers need to manage complex workforce issues and thrive in a rapidly changing landscape.

The report serves a critical resource for organizations as they develop policies and best practices to succeed in this new landscape, including examining:

- The technology-induced displacement of employment (TIDE™) and the need to provide workers with the skills, training and resources to adapt, which is an area where Little has long been a thought leader through its role as co-founder of the Emma Coalition.
- The wide-ranging legal and operational impacts of the move to more permanent remote work, such as deploying AI to augment recruiting, complying with state and local employment laws and

tax-related issues when employees work from a state where the company does not do business, and data-security challenges.

- The integration of robotics and automation technologies in the workplace and the associated legal issues, such as health and safety standards and employee privacy.
- How businesses are restructuring in the wake of workforce transformation.
- The evolution of litigation trends in an increasingly digital workplace.
- The importance of evolving approaches to improving inclusion, equity and diversity.
- The global implications of these significant changes.

Little's Global Workplace Transformation Initiative brings together the insight of the more than 1,600 attorneys across the firm's global platform. In addition to building on the firm's Robotics, AI and Automation practice, the initiative integrates numerous practice areas and capabilities involved in the transformation of the workplace, including:

- Business Restructuring and M&A
- COVID-19 Task Force
- Data Analytics
- Discrimination and Harassment
- Inclusion, Equity and Diversity Consulting
- Labor Management Relations
- Leaves of Absence and Disability Accommodation
- Staffing, Independent Contractors and Contingent Workers
- Wage and Hour
- Workplace Policy Institute
- Workplace Privacy and Data Security
- Workplace Safety and Health