

Getting It Right, Right Now: How to Future-Proof Leave and Accommodations Management

A Q&A with industry experts



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GET TO KNOW YOUR PANELISTS



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QUESTION

What's one emerging trend in leave and/or accommodations that organizations aren't paying attention to — but should be?



QUESTION

Accommodations and leave often overlap but are fundamentally different.

Why is it important for organizations to treat them as distinct (but connected) processes?



QUESTION

If a company hasn't yet had a lawsuit or EEOC charge, they often feel safe.

What's the danger in taking a "wait and see" approach when it comes to compliance modernization?



QUESTION

When evaluating vendors, how can HR leaders tell the difference between true modernization — and legacy systems with a fresh coat of paint?



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QUESTION

Case complexity is only growing with mental health challenges, Gen Z, remote work, caregiving, pregnancy, and chronic illness.

Why do traditional systems struggle under this rising complexity?



QUESTION

Legacy vendors often claim to do both leave and accommodations under one roof.

Where do these one-size-fits-all approaches tend to fall apart?



QUESTION

Automation can sound scary — especially for processes that involve sensitive employee conversations.

Where can automation actually make leave and accommodations more consistent, compliant, and supportive for employees?



QUESTION

For HR leaders trying to build the case for investing in modern solutions right now, what's your strongest argument for making this a top priority?



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QUESTION

For teams investing in their leave and accommodations strategy in the next year, where would you recommend they start? Give us your one tip for "future proofing!"



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Thank you!

For additional resources to help future-proof your leave and accommodations programs, scan the QR code below or visit www.disclo.com/dmec-2025



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