Bryan Williams' Investigation and How To Do Investigations Right

So much speculation has occurred over NBC's investigation into allegations about Bryan Williams' lies, not only about the famous "helicopter" incident, but about as many as eleven other incidents. See [http://www.inquisitr.com/2062217/brian-williams-replaced-icon/](http://www.inquisitr.com/2062217/brian-williams-replaced-icon/)

Allegedly, Williams is doing his own investigation with his own staff to be ready to counter any allegations that he didn't tell the truth about his heroics in other reporting situations.

Right now, Williams is three months into his six month suspension and the investigation is - reportedly - not completed. Some people want to know why it's taking so long, but that is - surprisingly - the good news. Effective investigations should take time. The legal standard for workplace investigations is that they should be "full and fair and come to a reasonable conclusion." Williams, of course, is subject to a contract instead of being a regular employee, but still, those standards should apply as much as possible. It's not only a matter of the law but of fairness and simple justice.

If you're involved in a workplace investigation, either as a complainant, a respondent, or as a witness, take a deep breath and hang on. Good investigations can be lengthy, and while everyone wants an answer, the answer should be as close to the truth as mere mortals can make it.

When I do investigations, I always try to make them a priority and complete them as soon as possible. However, they still may drag on because of witness scheduling, document reviews, executive decision-making about the result, or other factors beyond my control.

I'm curious to see where the Williams investigation lands, but it wouldn't surprise me if the report completion runs up against the six month deadline. Vegas odds are running 50-50 that he'll be removed as an anchor. My own crystal ball can't do any better than that.