

Trade union harmony, employee relations, and industrial relations

Engagement in Organizations, Conflict Resolution, and Negotiation

Introduction

You will learn about the most recent and cutting-edge Industrial and Employee Relations (ER-IR) best practices in this engaging and cutting-edge Course N Carry training course, which is appropriate for all African organizations. This is a really useful and rewarding training. It fundamentally concerns the upkeep of the employment relationship and the ways in which management of an organization and trade unions might collaborate to support capacity growth.

Participants in this interactive Course N Carry training session will get vital and up-to-date knowledge about the goals, roles, and structure of trade unions. Additionally, it will investigate transformational IR/ER and promote positive working relationships with all parties involved.

Over the past ten years, there have been significant developments in the field of employee and industrial relations (ERR), but these areas remain crucial for all organizations, especially those in Africa. African trade unions and Industrial Relations (IR) professionals have developed their abilities during the past 40 years, particularly in the areas of health, gender, and education.

Building upon this significant work, the Course N Carry training session will emphasize:

- The value of a management-trade union alliance
- The psychological contract and the working relationship
- Handling conflict at work, providing mental health first aid, and combating bullying at work
- Strategies for negotiating that support a win-win situation
- How to maintain the strategic relevance and evolution of any trade union

Objectives

Upon completion of this Course N Carry course, students will be able to:

- Create a cooperative strategy for employee and industrial relations (IR & ER)
- Examine strategies for improving and changing trade unionism, employee relations, and industrial relations.

- Recognize the significance of employee empowerment and engagement.
- Examine mediation in the workplace and successful conflict resolution critically.
- Describe the new issues that trade unions are facing both internationally and in Africa.

Training Methodology

The facilitator of this Course N Carry course will use a range of tried-and-true adult learning teaching and facilitation strategies to provide participants with in-depth instruction on the topics included in the course outline.

This is a very dynamic and participative training. It entails practicing skills in a collective environment. Interspersed throughout the sessions will be both individual and group exercises as part of the training technique. This engaging training is designed with a range of hands-on sessions, pertinent case studies, simulations, group games, and activities.

Organizational impacts

- An understanding of the advantages of trade unionism, employee relations, and transformative industrial relations
- An emphasis on labor and industrial relations best practices within the African environment
- Improved labor-management relations
- Shorter grievance arbitration procedures and associated expenses
- Encouraging and facilitating cooperation during talks at work

Personal Impact

- Become more productive as a trade union representative, official, or HR, IR, and ER professional.
- Develop transferable, real-world competences and skills.
- Gain a better understanding of how labor and industrial relations will develop in Africa.
- Practical expertise in workplace conflict resolution
- Find out the best strategies for minimizing conflict and negotiating.

Who should attend?

A variety of professionals can benefit from this Course N Carry training course, but the following will be especially beneficial:

- Anyone working in labor relations, employee relations, or industrial relations
- Union Officials and Delegates
- Professionals in Human Resource Management (HRM)
- Personnel and Employee Relations (ER)
- Personnel in Industrial Relations (IR)
- Managers who might gain from knowing about issues related to trade unions and internal

- Anyone interested in gaining hands-on experience in workplace mediation and labor negotiation

Course Outline

Day 1

Africa's Worker, Labor, and Industrial Relations

- The background of labor and business relations
- Nigerian Trade Unionism: A Look Back, Present, and Future
- Trade unions' survival and relevance: instruments for involvement
- Current International Trends in Labor and Employment Relations
- The evolving psychological contract and work connection

Day 2

Skills in Negotiation for Industrial Harmony

- A win-win strategy in negotiations Stages of the negotiating process
- The "bare-bones" Coleman Raider prototype
- Examining rivalry and collaboration
- Overview of reframing strategies

Day 3

Handling Disagreements and Encouraging Workplace Unity

- Handling and resolving disputes
- Steer clear of conflict escalation
- ADR, or alternative dispute resolution,
- Comprehending conciliation, mediation, and arbitration
- Strategies and competencies for workplace mediation

Day 4

Important Workplace Issues of the Second Decade

- New challenges facing ER/IR and trade unionists in the workplace
- Recognizing mental health issues at work

- Techniques for Mental Health First Aid (MHFA)
- Analysis, response, and prevention of workplace bullying
- Robotics, artificial intelligence (AI), and the flexible firm: the future of work

Day 5

The Engagement Tools

- Comprehending Transformational Leadership
- The strength of compassion
- Guiding concepts for participation
- The significance of involving stakeholders
- Individualized action preparation