Advanced Trade Union Leadership Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Advanced Trade Union Leadership Training Course is designed to empower participants with modern leadership capabilities that align with global labor standards, sustainable workplace practices, and emerging employment trends. Participants will gain practical knowledge in handling complex workplace disputes, policy negotiations, labor rights protection, occupational health and safety, and stakeholder engagement in both public and private sectors.

Through real-world case studies, collaborative workshops, simulations, and practical action planning, participants will develop the competencies required to lead unions effectively in a highly competitive and technology-driven environment. The course equips leaders to navigate globalization, labor reforms, automation, remote work dynamics, and changing workforce demographics while strengthening worker representation and organizational influence

Programme Curriculum

Advanced Trade Union Leadership Training Course

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organizational influence.

Course Duration

10 Days

Course Objectives

1. Strengthen strategic trade union leadership and governance capabilities.
2. Master collective bargaining strategies and advanced negotiation techniques.
3. Enhance knowledge of labor law compliance and international labor standards.
4. Develop effective conflict resolution and mediation skills.
5. Improve digital communication and union advocacy strategies.
6. Build competencies in workforce transformation and change management.
7. Promote employee engagement and workforce inclusion initiatives.
8. Strengthen industrial relations and stakeholder management practices.
9. Improve crisis leadership and organizational resilience during workplace disruptions.
10. Develop data-driven approaches using labor analytics and workforce intelligence.
11. Enhance occupational health, safety, and employee wellbeing advocacy.
12. Apply ethical leadership and transparency in union administration.
13. Create sustainable strategies for future-ready trade union development.

Target Audience

1. Trade Union Leaders
2. Shop Stewards and Union Representatives
3. Collective Bargaining Officers
4. Industrial Relations Managers
5. Human Resource Professionals
6. Labor Rights Advocates
7. Public Sector Employee Representatives
8. Workforce Development Coordinators

Cours Modules

Module 1: Foundations of Advanced Trade Union Leadership

- Evolution of trade unions in the modern economy
- Roles and responsibilities of union leaders
- Strategic leadership competencies
- Ethical governance and accountability
- **Case Study:** Successful union transformation strategy

Module 2: Strategic Collective Bargaining

- Collective bargaining frameworks
- Wage and benefits negotiation techniques
- Data-driven negotiation preparation
- Building win-win agreements
- **Case Study:** High-impact labor negotiations

Module 3: Labor Law and Employment Regulations

- National labor legislation overview
- International labor standards
- Employee rights and protections
- Legal compliance in union operations
- **Case Study:** Labor dispute legal resolution

Module 4: Industrial Relations Management

- Employer-union relationship management
- Social dialogue strategies
- Workplace partnership models
- Managing industrial disputes
- **Case Study:** Industrial harmony best practices

Module 5: Conflict Resolution and Mediation

- Conflict management techniques
- Mediation frameworks
- Workplace grievance handling
- Emotional intelligence in negotiations
- **Case Study:** Resolving workplace conflicts effectively

Module 6: Communication and Public Advocacy

- Strategic communication planning
- Public speaking and persuasion
- Media engagement and reputation management
- Digital advocacy campaigns
- **Case Study:** Effective labor awareness campaign

Module 7: Digital Transformation in Trade Unions

- Technology trends affecting labor markets
- Digital organizing strategies
- Social media engagement for unions
- Cybersecurity awareness for union leaders
- **Case Study:** Digital union mobilization success

Module 8: Workforce Diversity and Inclusion

- Inclusive leadership practices
- Gender equality and workplace fairness
- Managing multigenerational workforces
- Diversity advocacy strategies
- **Case Study:** Inclusive workplace transformation

Module 9: Occupational Health and Safety Leadership

- Workplace safety regulations
- Risk assessment and mitigation
- Employee wellbeing initiatives
- Mental health and wellness advocacy

- **Case Study:** Safety culture improvement program

Module 10: Change Management and Organizational Resilience

- Managing organizational change
- Workforce restructuring strategies
- Crisis leadership during disruptions
- Building resilient labor organizations
- **Case Study:** Union response during economic crisis

Module 11: Negotiation Psychology and Influence

- Behavioral negotiation techniques
- Influence and persuasion strategies
- Managing difficult conversations
- Building stakeholder trust
- **Case Study:** Complex negotiation outcomes

Module 12: Strategic Planning for Trade Unions

- Vision and mission development
- Strategic goal setting
- Performance measurement tools
- Sustainability planning for unions
- **Case Study:** Long-term union growth strategy

Module 13: Employee Engagement and Workforce Motivation

- Employee engagement strategies
- Motivation and retention approaches
- Building trust among members
- Leadership coaching techniques
- **Case Study:** Workforce engagement success story

Module 14: Crisis Communication and Reputation Management

- Managing labor crises effectively
- Crisis communication planning
- Media handling during disputes
- Restoring stakeholder confidence
- **Case Study**: Reputation recovery after industrial action

Module 15: Future Trends in Trade Union Leadership

- Future of work and automation
- Artificial intelligence and labor markets
- Green jobs and sustainable workplaces
- Emerging workforce trends
- **Case Study**: Adapting unions to future industries

Training Methodology

- Interactive lectures and presentations.

- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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