Change Management in Labour Organizations Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Change Management in Labour Organizations is a critical discipline designed to help unions, worker associations, public sector labour bodies, and employment institutions adapt effectively to evolving economic, technological, and regulatory environments. In an era defined by digital transformation, labour automation, gig economy expansion, and policy reform, organizations must continuously realign their structures, leadership approaches, and negotiation strategies to remain relevant and effective. Change Management in Labour Organizations Training Course equips participants with practical tools, strategic frameworks, and behavioral insights needed to manage resistance, build consensus, and implement sustainable change in complex labour environments.

The course emphasizes modern organizational transformation models, stakeholder engagement, industrial relations dynamics, and workforce resilience strategies. Participants will explore real-world case studies from labour unions, public sector reforms, and collective bargaining transitions. The program integrates contemporary themes such as AI-driven workforce planning, remote labour governance, ESG compliance, and social dialogue mechanisms, ensuring learners are prepared to lead change initiatives that balance organizational goals with worker welfare and institutional stability.

Programme Curriculum

Change Management in Labour Organizations Training Course

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Course Duration

5 days

Course Objectives

1. Understand Change Management Frameworks in labour organizations
2. Analyze Industrial Relations Dynamics and stakeholder influence
3. Apply Organizational Transformation Strategies in unions and labour bodies
4. Develop Resistance Management Techniques for workforce adaptation
5. Strengthen Collective Bargaining Negotiation Skills
6. Implement Digital Transformation in Labour Systems
7. Enhance Employee Engagement and Participation Models
8. Build Leadership Capacity for Change Agents
9. Utilize Conflict Resolution and Mediation Tools
10. Integrate Policy Reform and Compliance Mechanisms
11. Design Workforce Reskilling and Upskilling Programs
12. Apply Data-Driven Decision Making in Labour Governance
13. Promote Sustainable Labour Practices and Social Dialogue

Target Audience

1. Labour union leaders and representatives
2. Human resource managers in public and private sectors
3. Industrial relations officers
4. Government labour policy makers
5. Employee welfare coordinators
6. Organizational development consultants
7. Trade union educators and trainers
8. Labour law practitioners and advisors

Course Modules

Module 1: Foundations of Change Management in Labour Systems

- Evolution of change management theories
- Labour organization structures and governance
- Drivers of change in industrial relations
- Stakeholder mapping and analysis

- **Case Study:** Union restructuring during privatization in public utilities sector

Module 2: Industrial Relations and Organizational Change

- Collective bargaining frameworks
- Role of unions in transformation processes
- Employer-employee power dynamics
- Labour law and compliance considerations
- **Case Study:** Successful tripartite agreement in wage reform negotiations

Module 3: Resistance to Change and Conflict Management

- Sources of resistance in labour environments
- Psychological and social factors influencing resistance
- Conflict escalation and de-escalation models
- Mediation and arbitration techniques
- **Case Study:** Strike resolution through mediated social dialogue

Module 4: Leadership in Labour Transformation

- Transformational leadership models
- Change agent roles in unions
- Ethical leadership in labour governance
- Decision-making under uncertainty
- **Case Study:** Leadership turnaround in a declining trade union membership scenario

Module 5: Digital Transformation in Labour Organizations

- Automation and workforce displacement
- Digital tools for union operations
- Remote negotiation platforms
- Data analytics in labour planning
- **Case Study:** Digital unionization campaign using mobile platforms

Module 6: Workforce Development and Reskilling

- Skills gap analysis
- Lifelong learning strategies
- Government and private sector training partnerships
- Youth employment and apprenticeship models
- **Case Study:** National reskilling program for industrial workers affected by automation

Module 7: Policy Reform and Labour Governance

- Labour policy formulation process
- Compliance monitoring systems
- ESG and ethical labour standards
- International labour organization guidelines
- **Case Study:** Labour law reform improving gig worker protections

Module 8: Sustainable Change and Social Dialogue

- Social dialogue mechanisms

- Sustainability in labour relations
- Inclusive participation models
- Long-term change sustainability strategies
- **Case Study:** Multi-stakeholder social pact during economic crisis recovery

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- 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	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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

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