Decision-Making Skills for Labour Leaders 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

Effective decision-making skills for labour leaders are critical in today's rapidly evolving world of work, where industrial relations, collective bargaining, workforce governance, and labour rights advocacy demand clarity, speed, and strategic thinking. Labour leaders are expected to balance worker welfare, organizational productivity, legal compliance, and socio-economic realities while navigating complex negotiations and workplace challenges. Decision-Making Skills for Labour Leaders Training Course equips participants with advanced tools to make evidence-based, ethical, and strategic decisions that strengthen leadership credibility and union effectiveness.

In an era shaped by digital transformation, gig economy disruption, labour migration, and workplace automation, labour leaders must develop strong analytical, negotiation, and problem-solving capabilities. This course integrates practical case studies, simulation exercises, and real-world labour relations scenarios to build confidence in handling disputes, policy interpretation, and stakeholder engagement. The focus is on enhancing critical thinking, conflict resolution, and participatory leadership to improve outcomes for workers and institutions alike.

Programme Curriculum

Decision-Making Skills for Labour Leaders Training Course

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Course Duration

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Course Objectives

1. Strengthen strategic decision-making in labour relations
2. Enhance critical thinking for workplace conflict resolution
3. Build competency in evidence-based leadership decisions
4. Improve collective bargaining negotiation strategies
5. Develop skills in labour law interpretation and compliance
6. Apply data-driven decision-making in workforce management
7. Strengthen crisis management in industrial disputes
8. Promote ethical leadership and accountability in unions
9. Improve stakeholder engagement and communication skills
10. Enhance risk assessment in labour negotiations
11. Build capacity in policy analysis and advocacy
12. Strengthen problem-solving in union leadership structures
13. Develop future-ready leadership for evolving labour markets

Target Audience

1. Trade union leaders and shop stewards
2. Labour relations officers
3. HR managers and industrial relations practitioners
4. Government labour inspectors and policymakers
5. Employee representatives and workplace delegates
6. NGO advocates in labour rights and social justice
7. Cooperative society leadership teams
8. Emerging youth leaders in labour organizations

Course Modules

Module 1: Foundations of Labour Leadership Decision-Making

- Principles of labour leadership and governance
- Decision-making models in union leadership
- Understanding workplace power dynamics
- Ethical considerations in labour decisions
- Case Study: Union response to sudden retrenchment crisis in manufacturing sector

Module 2: Critical Thinking and Analytical Skills

- Logical reasoning in labour disputes
- Identifying bias in workplace decisions
- Data interpretation for labour issues
- Problem structuring techniques
- Case Study: Misinterpretation of wage data leading to strike escalation

Module 3: Collective Bargaining Strategies

- Negotiation frameworks and tactics
- Interest-based bargaining approaches
- Conflict vs collaboration strategies
- Preparation of bargaining proposals
- Case Study: Successful wage negotiation in public transport sector

Module 4: Labour Law and Policy Decision-Making

- Key labour laws and regulations
- Compliance and enforcement mechanisms
- Policy interpretation in workplace disputes
- Legal risk assessment in decisions
- Case Study: Court ruling impact on unfair dismissal dispute

Module 5: Conflict Resolution and Industrial Relations

- Sources of workplace conflict
- Mediation and arbitration techniques
- Grievance handling procedures
- De-escalation strategies in strikes
- Case Study: Peaceful resolution of hospital staff strike

Module 6: Data-Driven and Evidence-Based Decisions

- Use of workforce analytics
- Interpreting HR and productivity data
- Decision dashboards and reporting tools
- Forecasting labour trends
- Case Study: Using attendance data to resolve overtime disputes in construction industry

Module 7: Crisis and Risk Management in Labour Settings

- Identifying industrial risks early
- Emergency response in labour disputes
- Communication during crises
- Reputation management for unions
- Case Study: Managing nationwide port workers’ strike escalation

Module 8: Strategic Leadership and Future of Work

- Digital transformation in labour markets
- Gig economy and informal labour issues
- Sustainability and green jobs transition
- Leadership innovation and adaptability

- Case Study: Union adaptation to automation in textile industry

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

Start Date	End Date	Location	Price
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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