Labor Relations Fundamentals Training Course

Professional Development Training Course Outline

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

Course Introduction

In today’s dynamic workplace, understanding labor relations is essential for fostering effective workforce management, enhancing employee engagement, and mitigating industrial conflicts. Labor Relations Fundamentals Training Course equips HR professionals, managers, and union representatives with critical skills to navigate complex labor laws, collective bargaining processes, and dispute resolution strategies. Participants will gain actionable insights into building compliant, harmonious, and high-performing workplaces while promoting employee rights and organizational objectives.

Designed for practical application, this program leverages interactive learning methodologies, including real-world case studies, scenario-based exercises, and group discussions. By integrating legal frameworks, negotiation techniques, and modern labor trends, participants will acquire the expertise needed to effectively manage labor relations, reduce employee grievances, and optimize workplace productivity in alignment with corporate strategy.

Programme Curriculum

Labor Relations Fundamentals Training Course

Introduction

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5 days

Course Objectives

1. Understand key labor laws and compliance standards in modern workplaces.
2. Analyze collective bargaining strategies and negotiation tactics.
3. Develop skills in conflict resolution and grievance management.
4. Explore employee engagement and retention strategies in unionized environments.
5. Enhance knowledge of union-management relations and collaboration models.
6. Apply disciplinary procedures effectively while maintaining legal compliance.
7. Identify trends in industrial relations and workforce modernization.
8. Implement performance management systems within labor law frameworks.
9. Examine HR policies aligned with labor regulations and ethical practices.
10. Strengthen communication and leadership skills for managing unionized teams.
11. Investigate case studies of successful labor dispute resolutions.
12. Utilize technology tools for labor relations tracking and analytics.
13. Build actionable strategies for proactive labor relations risk management.

Target Audience

1. Human Resource Managers
2. Labor Union Representatives
3. Operations Managers
4. Employee Relations Specialists
5. Compliance Officers
6. Industrial Relations Consultants
7. Team Leaders in unionized environments
8. Organizational Development Professionals

Course Modules

Module 1: Introduction to Labor Relations

- Evolution of labor relations and workforce dynamics
- Key labor legislation and compliance standards
- Role of unions in modern workplaces
- Employer-employee rights and responsibilities
- Case Study: **Toyota’s union engagement strategy**

Module 2: Labor Laws & Compliance

- Overview of national labor law frameworks
- Employment contracts and collective agreements
- Legal implications of workplace disputes

- Compliance monitoring and reporting
- Case Study: **Boeing vs. labor dispute settlement**

Module 3: Collective Bargaining Fundamentals

- Principles of negotiation and bargaining
- Preparing for collective bargaining sessions
- Identifying common bargaining issues
- Strategic approaches to labor agreements
- Case Study: **General Motors negotiation outcomes**

Module 4: Conflict Resolution & Grievance Handling

- Types of workplace disputes and resolutions
- Step-by-step grievance handling processes
- Mediation and arbitration techniques
- Communication strategies for conflict management
- Case Study: **UPS grievance resolution framework**

Module 5: Employee Engagement in Unionized Settings

- Strategies to boost morale and retention
- Integrating feedback loops in labor relations
- Recognition programs for unionized employees
- Measuring engagement effectiveness
- Case Study: **Starbucks employee engagement programs**

Module 6: Disciplinary Procedures & Legal Implications

- Progressive disciplinary frameworks
- Documenting employee performance and behavior
- Legal consequences of non-compliance
- Balancing fairness and productivity
- Case Study: **Microsoft disciplinary process review**

Module 7: Leadership & Communication in Labor Relations

- Developing leadership skills for unionized teams
- Effective communication strategies
- Negotiation and persuasion techniques
- Building trust with workforce representatives
- Case Study: **Google’s management-employee dialogue model**

Module 8: Future Trends & Technology in Labor Relations

- AI and digital tools for workforce analytics
- Predictive labor relations and risk management
- Flexible work arrangements and modern labor trends
- Strategies for sustainable labor practices
- Case Study: **Siemens digital labor relations solutions**

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

Start Date	End Date	Location	Price
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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