Private Sector Labour Negotiations 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

The Private Sector Labour Negotiations Training Course is a high-impact, competency-based programme designed to equip HR professionals, union representatives, managers, and employee relations specialists with advanced skills in collective bargaining, workplace dispute resolution, industrial relations strategy, and labour law compliance. In today's rapidly evolving labour market, organizations face increasing pressure to balance employee engagement, wage negotiations, productivity optimization, and legal compliance while maintaining sustainable business performance. Private Sector Labour Negotiations Training Course provides practical, real-world frameworks for managing negotiations effectively within private sector environments, ensuring fair outcomes, reduced conflicts, and strengthened employer-employee relationships.

Participants will gain deep insights into negotiation psychology, conflict management, labour market dynamics, union engagement strategies, and high-performance bargaining techniques. The programme integrates global best practices and case-based learning to build capacity in handling complex negotiation scenarios such as wage disputes, collective agreements, retrenchments, and workplace restructuring. By the end of the training, learners will be able to design and implement effective negotiation strategies that align with organizational goals, labour legislation, and stakeholder expectations.

Programme Curriculum

Private Sector Labour Negotiations Training Course

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Course Duration

10 Days

Course Objectives

1. Master collective bargaining strategies for private sector negotiations
2. Apply labour law compliance frameworks in negotiation processes
3. Develop advanced conflict resolution and mediation skills
4. Strengthen employee relations management systems
5. Improve wage negotiation and compensation structuring techniques
6. Understand industrial relations dynamics and stakeholder mapping
7. Build capacity in negotiation psychology and behavioural influence
8. Enhance union engagement and dialogue management skills
9. Design effective collective bargaining agreements (CBAs)
10. Apply dispute resolution mechanisms and grievance handling systems
11. Strengthen organizational communication during negotiations
12. Improve workplace peacebuilding and industrial harmony strategies
13. Develop strategic labour negotiation leadership capabilities

Target Audience

1. Human Resource Managers and HR Officers
2. Labour Relations Officers and Industrial Relations Specialists
3. Union Leaders and Shop Stewards
4. Senior Management and Executives
5. Legal and Compliance Officers
6. Government Labour Inspectors and Policy Advisors
7. Organizational Development Consultants
8. Employee Engagement and Welfare Officers

Course Modules

MODULE 1: Foundations of Labour Negotiations

- Principles of collective bargaining
- Employer vs employee interests
- Negotiation frameworks
- Industrial relations systems

- Case Study: Wage dispute resolution in manufacturing sector

MODULE 2: Labour Law and Compliance

- Employment Act interpretation
- Legal rights in negotiations
- Contract enforcement
- Regulatory compliance
- Case Study: Illegal dismissal dispute settlement

MODULE 3: Negotiation Psychology

- Behavioural drivers in negotiation
- Emotional intelligence
- Cognitive bias in bargaining
- Influence and persuasion techniques
- Case Study: High-stakes wage negotiation breakdown

MODULE 4: Conflict Management Strategies

- Types of workplace conflict
- De-escalation techniques
- Mediation processes
- Arbitration basics
- Case Study: Union strike prevention intervention

MODULE 5: Collective Bargaining Agreements (CBA)

- Structuring CBAs
- Clause negotiation techniques
- Implementation monitoring
- Review mechanisms
- Case Study: Multi-year CBA negotiation success

MODULE 6: Wage and Compensation Negotiations

- Salary benchmarking
- Benefits structuring
- Pay equity analysis
- Incentive design
- Case Study: Private hospital salary restructuring

MODULE 7: Union Engagement Strategies

- Union mapping and profiling
- Engagement frameworks
- Trust-building mechanisms
- Communication channels
- Case Study: Improved employer-union relations in logistics firm

MODULE 8: Dispute Resolution Mechanisms

- Grievance handling systems

- Arbitration procedures
- Labour courts processes
- Settlement agreements
- Case Study: Construction sector dispute resolution

MODULE 9: Strategic Communication in Negotiations

- Messaging strategies
- Crisis communication
- Stakeholder alignment
- Negotiation briefing systems
- Case Study: Corporate restructuring communication success

MODULE 10: Industrial Relations Management

- IR systems design
- Workplace harmony models
- Policy implementation
- Labour participation structures
- Case Study: Factory productivity improvement through IR reforms

MODULE 11: Negotiation Planning and Preparation

- Data gathering techniques
- BATNA development
- Scenario planning
- Risk assessment
- Case Study: Successful multinational negotiation planning

MODULE 12: Leadership in Labour Negotiations

- Leadership styles in IR
- Decision-making frameworks
- Ethical leadership
- Power dynamics
- Case Study: Executive-led negotiation turnaround

MODULE 13: Workplace Change Management

- Managing restructuring
- Retrenchment negotiations
- Change communication
- Employee transition planning
- Case Study: Organizational downsizing with minimal conflict

MODULE 14: Advanced Bargaining Techniques

- Tactical bargaining methods
- Anchoring and concessions
- Multi-party negotiations
- Deadlock resolution
- Case Study: Government-private sector negotiation stalemate

MODULE 15: Performance and Productivity Linkage

- Linking pay to productivity
- KPI-based negotiations
- Performance agreements
- Productivity incentives
- Case Study: Performance-linked pay system implementation

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
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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