Strategic Negotiation 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

In today’s rapidly evolving labour landscape, Strategic Negotiation, Collective Bargaining Power, and Industrial Relations Excellence are critical competencies for labour leaders navigating complex employer-employee dynamics. Strategic Negotiation for Labour Leaders Training Course is designed to equip professionals with advanced negotiation frameworks that drive win-win outcomes, strengthen labour rights advocacy, and enhance conflict resolution capabilities. With increasing globalization, digital transformation of workplaces, and rising demands for fair wages, labour leaders must master data-driven negotiation strategies, emotional intelligence in bargaining, and multi-stakeholder engagement techniques.

This program provides a practical, case-study-driven approach to mastering high-impact negotiation tactics, crisis negotiation in labour disputes, and collective bargaining agreement optimization. Participants will learn how to influence decision-making processes, manage employer resistance, and build sustainable labour-management partnerships. By integrating modern negotiation psychology, legal frameworks, and strategic communication tools, the course empowers leaders to become effective advocates for decent work standards, equitable compensation systems, and workplace justice transformation.

Programme Curriculum

Strategic Negotiation for Labour Leaders Training Course

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Course Duration

5 days

Course Objectives

1. Master Strategic Labour Negotiation Frameworks for modern workplaces
2. Develop advanced Collective Bargaining Strategies for wage and benefit negotiations
3. Enhance Industrial Conflict Resolution Skills using mediation techniques
4. Apply Data-Driven Negotiation Analytics in labour discussions
5. Strengthen Emotional Intelligence in High-Stakes Negotiations
6. Build capacity in Crisis Negotiation and Strike Management
7. Improve Labour Law Compliance and Regulatory Negotiation Skills
8. Leverage Power Dynamics in Union-Employer Negotiations
9. Design effective Win-Win Bargaining Models
10. Strengthen Stakeholder Engagement and Advocacy Communication
11. Master Negotiation Psychology and Behavioural Influence Techniques
12. Enhance Contract Drafting and Collective Agreement Optimization
13. Build leadership capacity in Sustainable Labour Relations Transformation

Target Audience

1. Trade Union Leaders and Officials
2. Shop Stewards and Worker Representatives
3. HR and Industrial Relations Managers
4. Labour Court Practitioners
5. Government Labour Officers
6. NGO Labour Rights Advocates
7. Occupational Health and Safety Representatives
8. Collective Bargaining Committee Members

Course Modules

Module 1: Foundations of Strategic Labour Negotiation

- Principles of negotiation in labour relations
- Power balance between unions and employers
- Types of bargaining systems (distributive vs integrative)
- Ethical negotiation frameworks
- Communication fundamentals in labour disputes
- **Case Study:** Successful wage negotiation in a manufacturing union strike resolution

Module 2: Collective Bargaining Strategy Development

- Structuring bargaining agendas
- Identifying negotiation priorities
- Building union negotiation mandates
- Employer profiling and intelligence gathering
- Strategy alignment across union branches
- **Case Study:** Multi-sector collective bargaining agreement in public transport unions

Module 3: Conflict Resolution and Industrial Disputes Management

- Root cause analysis of labour conflicts
- Mediation and arbitration techniques
- Strike prevention strategies
- Grievance handling systems
- Conflict escalation mapping
- **Case Study:** Resolution of prolonged healthcare worker strike through mediation

Module 4: Negotiation Psychology and Influence Tactics

- Behavioural negotiation science
- Emotional triggers in bargaining
- Persuasion and framing techniques
- Cognitive biases in labour disputes
- Trust-building in negotiations
- **Case Study:** Negotiation turnaround in teacher salary dispute using framing strategies

Module 5: Legal Frameworks and Labour Law Compliance

- Labour laws governing collective bargaining
- International Labour Organization (ILO) standards
- Contract enforceability and compliance
- Legal risks in industrial actions
- Rights-based negotiation approaches
- **Case Study:** Legal resolution of unfair dismissal and reinstatement negotiation

Module 6: Crisis Negotiation and Strike Management

- Emergency negotiation protocols
- Managing public perception during strikes
- Back-channel negotiation techniques
- Government mediation involvement
- Risk mitigation in labour unrest
- **Case Study:** National transport strike de-escalation through emergency bargaining

Module 7: Advanced Bargaining Techniques and Deal Structuring

- Package deal negotiation strategies
- Trade-off and concession planning
- Salary and benefits structuring
- Long-term agreement sustainability
- Multi-party negotiation management

- **Case Study:** Successful multi-year wage agreement in mining sector negotiations

Module 8: Sustainable Labour Relations and Partnership Building

- Building long-term union-employer partnerships
- Joint problem-solving committees
- Workplace trust rebuilding
- Continuous improvement frameworks
- Future of work and labour adaptation
- **Case Study:** Cooperative labour-management transformation in a logistics company

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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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com