Sustainable Industrial Relations 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

Sustainable Industrial Relations is a strategic framework that fosters harmonious employer–employee relationships, enhances workplace productivity, and ensures long-term organizational stability through ethical dialogue, compliance, and participatory governance. In today's rapidly evolving labor landscape shaped by globalization, digital transformation, ESG compliance, and workforce diversification, organizations must adopt proactive industrial relations strategies that minimize conflict while maximizing collaboration. Sustainable Industrial Relations Training Course equips participants with modern tools for labor law compliance, collective bargaining, dispute resolution, and employee engagement systems aligned with sustainable development goals.

The course emphasizes future-ready industrial relations systems that integrate social dialogue, labor rights protection, grievance handling mechanisms, and productivity-linked cooperation models. Participants will gain practical insights into managing unions, preventing labor disputes, strengthening HR–union partnerships, and building resilient organizational cultures. Through real-world case studies and applied learning, the program supports the development of ethical, inclusive, and sustainable workplace ecosystems that align with global best practices and evolving labor market expectations.

Programme Curriculum

Sustainable Industrial Relations Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand sustainable industrial relations frameworks
2. Analyze modern labor laws and compliance systems
3. Develop skills in collective bargaining strategies
4. Strengthen employee relations management systems
5. Apply conflict resolution and mediation techniques
6. Build effective workplace grievance handling mechanisms
7. Enhance union-management collaboration models
8. Promote decent work and ESG labor standards
9. Integrate digital HR and IR transformation tools
10. Design employee engagement and retention strategies
11. Manage labor disputes and arbitration processes
12. Implement organizational justice and fairness systems
13. Align IR practices with sustainable development goals (SDGs)

Target Audience

1. HR Managers and HR Business Partners
2. Industrial Relations Officers
3. Labor Union Leaders and Representatives
4. Operations and Plant Managers
5. Legal and Compliance Officers
6. Government Labor Inspectors
7. Organizational Development Consultants
8. Senior Executives and Policy Makers

Course Modules

Module 1: Foundations of Sustainable Industrial Relations

- Evolution of industrial relations systems globally
- Principles of sustainable workplace ecosystems
- Role of stakeholders in IR frameworks
- Ethical labor practices and governance
- Case Study: Scandinavian cooperative labor models

Module 2: Labor Laws, Compliance & Regulatory Frameworks

- National and international labor standards
- Employment contracts and statutory obligations
- Compliance audit systems in organizations
- Role of ILO conventions in workplace governance
- Case Study: Labor law reform impact in Germany

Module 3: Collective Bargaining & Negotiation Strategies

- Negotiation theories and bargaining power dynamics
- Preparing for collective bargaining sessions
- Win-win negotiation techniques
- Wage structuring and benefits alignment
- Case Study: Automotive industry union negotiations (Toyota model)

Module 4: Conflict Management & Industrial Dispute Resolution

- Sources of workplace conflict
- Mediation and arbitration frameworks
- Early warning systems for disputes
- Role of third-party conciliators
- Case Study: Airline industry strike resolution strategies

Module 5: Employee Engagement & Industrial Harmony

- Psychological contract and employee satisfaction
- Engagement metrics and productivity linkages
- Communication strategies for harmony
- Leadership role in employee relations
- Case Study: Google employee engagement practices

Module 6: Union Management Relations

- Union structures and governance systems
- Building trust between management and unions
- Joint consultation committees
- Managing industrial actions ethically
- Case Study: UK public sector union collaboration model

Module 7: Digital Transformation in Industrial Relations

- HR analytics in employee relations
- AI-driven grievance tracking systems
- Digital communication platforms for IR
- Automation in compliance reporting
- Case Study: Amazon HR tech and labor monitoring systems

Module 8: Sustainable Workforce Development & ESG Integration

- ESG frameworks in labor practices
- Diversity, equity, and inclusion in IR

- Sustainable workforce planning
- Ethical sourcing and labor standards
- Case Study: Unilever sustainable workforce strategy

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

Start Date	End Date	Location	Price
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:

Register Online Now

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