Transformational Leadership for Shop Stewards 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 industrial relations environment, shop stewards are expected to go beyond traditional representation roles and become transformational leaders who can influence workplace culture, strengthen employee engagement, manage conflict, and drive organizational productivity. The modern workplace is shaped by digital transformation, diversity and inclusion, emotional intelligence, labor law reforms, employee wellness, sustainability, and agile workforce management. This training course equips shop stewards with advanced leadership competencies, strategic negotiation skills, workplace communication techniques, and innovative problem-solving capabilities necessary for high-performance labor relations. Participants will gain practical knowledge on workplace transformation, stakeholder engagement, industrial harmony, change leadership, and ethical governance while enhancing their ability to represent workers professionally and effectively.

Transformational Leadership for Shop Stewards Training Course is designed to empower union representatives with future-focused leadership tools that align with global workplace trends and modern human capital practices. Through experiential learning, real-life case studies, simulations, role plays, and collaborative workshops, participants will develop competencies in conflict resolution, collective bargaining, emotional intelligence, digital communication, employee advocacy, occupational health and safety, and strategic labor relations management. The course emphasizes proactive leadership, resilience, innovation, inclusivity, workforce empowerment, and sustainable industrial relations to enable shop stewards to become influential change agents capable of fostering productive workplaces and organizational growth.

Programme Curriculum

Transformational Leadership for Shop Stewards Training Course

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Course Duration

5 days

Course Objectives

By the end of this training, participants will be able to:

1. Develop transformational leadership competencies for effective workforce representation.
2. Enhance emotional intelligence and workplace communication skills.
3. Strengthen collective bargaining and negotiation strategies.
4. Apply conflict resolution and dispute management techniques.
5. Promote employee engagement and workforce empowerment initiatives.
6. Understand emerging labor laws, compliance, and workplace governance.
7. Drive diversity, equity, and inclusion in industrial relations.
8. Implement digital communication and workplace collaboration tools.
9. Improve occupational health, safety, and employee wellness advocacy.
10. Build strategic decision-making and problem-solving capabilities.
11. Foster change management and organizational transformation practices.
12. Enhance stakeholder engagement and union-management collaboration.
13. Promote ethical leadership, accountability, and sustainable labor relations.

Target Audience

1. Shop Stewards
2. Trade Union Representatives
3. Employee Representatives
4. Union Branch Officials
5. Labor Relations Officers
6. Human Resource Practitioners
7. Workplace Committee Members

8. Occupational Health and Safety Representatives

Training Modules

Module 1: Foundations of Transformational Leadership

- Principles of transformational leadership
- Leadership styles and workplace influence
- Ethical leadership and accountability
- Building trust and credibility
- Leading high-performance teams
- **Case Study:** Analysis of a successful union leadership transformation initiative that improved employee morale and productivity.

Module 2: Emotional Intelligence and Workplace Communication

- Emotional intelligence in labor relations
- Active listening and empathy techniques
- Workplace communication strategies
- Managing difficult conversations
- Digital communication and virtual engagement
- **Case Study:** Resolving workplace tension through emotional intelligence and strategic communication.

Module 3: Collective Bargaining and Negotiation Skills

- Modern collective bargaining techniques
- Strategic negotiation planning
- Persuasion and influencing skills
- Interest-based negotiation methods
- Handling deadlocks and mediation
- **Case Study:** Negotiation process that achieved a win-win collective bargaining agreement.

Module 4: Conflict Resolution and Industrial Harmony

- Sources of workplace conflict
- Conflict management frameworks
- Mediation and arbitration processes
- Building collaborative workplace relationships
- Crisis and grievance handling
- **Case Study:** Managing an industrial dispute while maintaining organizational stability.

Module 5: Labor Laws, Compliance, and Governance

- Employment and labor law updates
- Workers' rights and employer obligations
- Workplace disciplinary procedures
- Compliance and ethical governance
- Policy interpretation and implementation
- **Case Study:** Addressing workplace compliance challenges through proactive stewardship.

Module 6: Employee Engagement and Workforce Empowerment

- Employee motivation and morale
- Diversity, equity, and inclusion strategies
- Employee wellness and mental health advocacy
- Building resilient workplace cultures
- Talent retention and workforce productivity
- **Case Study:** Improving workforce engagement through inclusive leadership practices.

Module 7: Change Management and Workplace Transformation

- Leading organizational change
- Managing resistance to change
- Innovation and continuous improvement
- Agile workforce management
- Strategic workforce planning
- **Case Study:** Supporting employees during organizational restructuring and digital transformation.

Module 8: Occupational Health, Safety, and Sustainability

- Workplace health and safety standards
- Risk management and hazard prevention
- Occupational wellness programs
- Sustainability and ESG practices
- Emergency preparedness and response
- **Case Study:** Enhancing workplace safety culture through proactive leadership and employee participation.

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:

Register Online Now

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