Advanced Industrial Relations Management 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

Advanced Industrial Relations Management is a strategic discipline that focuses on building sustainable workplace harmony, strengthening employer-employee relationships, and ensuring compliance with evolving labor laws in a highly dynamic global economy. Advanced Industrial Relations Management Training Course is designed to equip HR professionals, union leaders, managers, and policymakers with cutting-edge competencies in **labor relations strategy, collective bargaining, conflict resolution, employee engagement, and industrial peacebuilding**. With rising trends in **workplace digitization, gig economy regulation, hybrid workforce management, and ESG-driven labor governance**, organizations require advanced skills to manage complex industrial ecosystems.

This program integrates modern frameworks such as **predictive labor analytics, AI-driven HR compliance systems, dispute resolution mechanisms, and strategic negotiation models** to address real-world industrial challenges. Participants will explore how to reduce labor disputes, improve productivity, and build resilient organizational cultures aligned with global best practices. The course emphasizes practical case-based learning, simulations, and policy analysis to ensure participants can confidently manage union dynamics, labor unrest, and strategic negotiations in both public and private sector environments.

Programme Curriculum

Advanced Industrial Relations Management Training Course

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Course Duration

10 Days

Course Objectives

1. Master modern industrial relations frameworks and global labor standards
2. Develop expertise in collective bargaining strategies & negotiation intelligence
3. Understand labor law compliance and regulatory governance systems
4. Apply conflict resolution and workplace mediation techniques
5. Strengthen employee engagement and retention strategies
6. Analyze union dynamics and labor union negotiation tactics
7. Implement predictive HR analytics for workforce stability
8. Manage industrial disputes and grievance handling systems
9. Build high-performance workplace relations ecosystems
10. Integrate digital HR transformation in industrial relations
11. Enhance strategic communication in labor negotiations
12. Develop crisis management skills for labor unrest scenarios
13. Promote sustainable and ethical labor practices (ESG-aligned HR)

Target Audience

- HR Managers & HR Business Partners
- Industrial Relations Officers
- Trade Union Leaders & Representatives
- Operations & Plant Managers
- Legal & Compliance Professionals
- Government Labor Officers & Policymakers
- Organizational Development Consultants
- Corporate Executives & Strategy Leaders

Course Modules

Module 1: Foundations of Industrial Relations

- IR evolution and global frameworks
- Stakeholder mapping in labor ecosystems
- Employer vs employee expectations

- Labor market structures
- **Case Study:** Automotive industry labor restructuring

Module 2: Labor Laws & Compliance Systems

- National and international labor laws
- Compliance auditing mechanisms
- Employment rights frameworks
- Legal risk management
- **Case Study:** Gig economy labor classification disputes

Module 3: Collective Bargaining Strategy

- Bargaining models and techniques
- Negotiation power dynamics
- Wage structuring frameworks
- Strike prevention strategies
- **Case Study:** Airline sector wage negotiations

Module 4: Trade Union Management

- Union formation and structures
- Union leadership psychology
- Engagement strategies
- Union-employer collaboration models
- **Case Study:** Manufacturing union negotiations

Module 5: Workplace Conflict Resolution

- Dispute lifecycle analysis
- Mediation techniques
- Arbitration frameworks
- Emotional intelligence in conflict handling
- **Case Study:** Public sector strike resolution

Module 6: Employee Relations Strategy

- Engagement models
- Motivation frameworks
- Retention analytics
- Trust-building systems
- **Case Study:** Tech company attrition crisis

Module 7: Grievance Handling Systems

- Complaint escalation frameworks
- Fair hearing processes
- Documentation systems
- Preventive grievance strategies
- **Case Study:** Retail workforce grievance settlement

Module 8: Industrial Dispute Management

- Strike management strategies
- Crisis communication systems
- Legal intervention frameworks
- Risk mitigation planning
- **Case Study:** Transport sector strike disruption

Module 9: Strategic Negotiation Skills

- BATNA & negotiation leverage
- Win-win frameworks
- Multi-party negotiation dynamics
- Psychological tactics
- **Case Study:** Government labor reform talks

Module 10: Labor Economics & Workforce Planning

- Wage inflation analysis
- Labor supply-demand modeling
- Productivity optimization
- Cost-control strategies
- **Case Study:** Construction sector labor shortages

Module 11: Digital Transformation in IR

- HR tech systems in IR
- Automation of compliance tracking
- Digital grievance platforms
- Data-driven workforce insights
- **Case Study:** AI-based HR compliance system rollout

Module 12: Predictive Analytics in Labor Relations

- Workforce risk prediction
- Attrition forecasting models
- Sentiment analysis tools
- Decision intelligence systems
- **Case Study:** Telecom churn prediction model

Module 13: Organizational Culture & IR

- Culture transformation strategies
- Psychological safety frameworks
- Leadership alignment models
- Behavioral change systems
- **Case Study:** Banking sector culture overhaul

Module 14: Crisis & Industrial Conflict Management

- Emergency response systems
- Communication during unrest
- Reputation management
- Stakeholder alignment strategies

- **Case Study:** Energy sector shutdown crisis

Module 15: Future of Work & IR Strategy

- Gig economy regulation trends
- Remote workforce governance
- ESG labor compliance
- Future-ready IR policies
- **Case Study:** Global remote workforce integration

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:

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