Coalition Building and Labour Alliances 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

In today’s rapidly evolving industrial and socio-economic landscape, Coalition Building and Labour Alliances have become essential strategies for achieving workforce sustainability, social dialogue, collective bargaining effectiveness, industrial harmony, inclusive leadership, stakeholder engagement, and policy advocacy. Coalition Building and Labour Alliances Training Course equips participants with practical frameworks and actionable tools to strengthen partnerships, negotiate shared interests, and develop resilient labour coalitions capable of influencing organizational and national labour agendas.

The course emphasizes modern approaches to multi-stakeholder collaboration, labour diplomacy, conflict resolution, strategic communication, social partnership development, union-management cooperation, advocacy campaigns, workforce resilience, sustainable employment policies, and organizational transformation. Through interactive learning, real-world case studies, simulations, and collaborative exercises, participants will gain the competencies required to establish impactful labour alliances, improve negotiation outcomes, foster trust among stakeholders, and build sustainable coalitions that drive innovation, productivity, and social justice within both public and private sector environments.

Programme Curriculum

Coalition Building and Labour Alliances Training Course

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Course Duration

10 Days

Course Objectives

1. Understand the principles of coalition building, labour diplomacy, and stakeholder engagement.
2. Develop effective collective bargaining and negotiation strategies.
3. Strengthen trade union partnerships and labour-management cooperation.
4. Design sustainable advocacy campaigns and workforce mobilization strategies.
5. Enhance industrial relations and conflict management capabilities.
6. Build inclusive alliances supporting DEI (Diversity, Equity & Inclusion) initiatives.
7. Apply ESG and sustainability frameworks within labour partnerships.
8. Improve strategic communication and public engagement skills.
9. Analyze labour trends related to digital transformation and future of work.
10. Promote workers' rights, social protection, and decent work policies.
11. Foster cross-sector collaboration among government, NGOs, unions, and employers.
12. Develop data-driven approaches for labour policy advocacy and workforce planning.
13. Create action plans for long-term coalition sustainability and organizational resilience.

Target Audience

1. Trade Union Leaders and Representatives
2. Human Resource and Industrial Relations Managers
3. Labour Ministry and Government Officials
4. NGO and Civil Society Professionals
5. Employer Federation Representatives
6. CSR and ESG Professionals
7. Community Organizers and Advocacy Groups
8. International Development and Labour Policy Consultants

Course Modules

Module 1: Foundations of Coalition Building

- Principles of coalition development
- Types of labour alliances
- Stakeholder mapping techniques
- Building trust and shared vision
- Coalition governance frameworks
- **Case Study:** Building cross-sector labour coalitions in manufacturing industries.

Module 2: Labour Relations and Industrial Dialogue

- Industrial relations systems
- Social dialogue mechanisms
- Employer-employee engagement
- Labour dispute prevention
- Workplace collaboration models
- **Case Study:** Successful labour-management dialogue in multinational corporations.

Module 3: Strategic Stakeholder Engagement

- Stakeholder influence analysis
- Power mapping strategies
- Public-private partnerships
- Community engagement planning
- Relationship management tools
- **Case Study:** Multi-stakeholder labour reform initiatives.

Module 4: Collective Bargaining Strategies

- Negotiation preparation
- Wage and benefits negotiation
- Interest-based bargaining
- Mediation and arbitration techniques
- Agreement implementation
- **Case Study:** Collective bargaining agreements improving workplace productivity.

Module 5: Advocacy and Campaign Development

- Policy advocacy frameworks
- Grassroots mobilization
- Media engagement strategies
- Campaign messaging
- Coalition branding and visibility
- **Case Study:** National labour rights awareness campaigns.

Module 6: Conflict Resolution and Crisis Management

- Workplace conflict analysis
- Labour dispute resolution
- Crisis communication planning
- Consensus-building techniques
- Mediation skills development
- **Case Study:** Resolving industrial disputes through collaborative mediation.

Module 7: Leadership in Labour Alliances

- Transformational leadership
- Ethical leadership practices
- Decision-making in coalitions
- Influencing and persuasion skills
- Team development strategies

- **Case Study:** Leadership transformation in regional labour unions.

Module 8: Diversity, Equity and Inclusion (DEI)

- Inclusive coalition practices
- Gender equality in labour alliances
- Youth engagement strategies
- Accessibility and equity frameworks
- Anti-discrimination policies
- **Case Study:** Inclusive workforce alliance initiatives.

Module 9: ESG and Sustainable Labour Practices

- ESG integration in labour policies
- Sustainable workforce development
- Responsible business practices
- Social compliance standards
- Green jobs and climate transition
- **Case Study:** ESG-driven labour alliance partnerships.

Module 10: Digital Transformation and Future of Work

- Digital workforce trends
- Automation and labour impact
- Remote workforce engagement
- AI and workforce adaptation
- Cybersecurity awareness for labour groups
- **Case Study:** Digital transformation in labour organizations.

Module 11: Communication and Public Relations

- Strategic communication planning
- Media relations management
- Public speaking and messaging
- Social media advocacy
- Crisis communication strategies
- **Case Study:** Public relations campaigns strengthening labour movements.

Module 12: Labour Law and Policy Frameworks

- Employment law fundamentals
- International labour standards
- Compliance and governance
- Workers' rights frameworks
- Policy monitoring and evaluation
- **Case Study:** Labour law reforms and stakeholder collaboration.

Module 13: Partnership Development and Networking

- Alliance partnership models
- International labour cooperation
- Networking and collaboration tools

- Partnership sustainability planning
- Resource mobilization techniques
- **Case Study:** Global labour alliance partnerships.

Module 14: Monitoring, Evaluation and Impact Assessment

- Coalition performance indicators
- Measuring advocacy outcomes
- Data collection and reporting
- Impact assessment methodologies
- Continuous improvement systems
- **Case Study:** Evaluating labour coalition effectiveness.

Module 15: Action Planning and Sustainability

- Strategic action planning
- Coalition sustainability models
- Risk management frameworks
- Long-term organizational resilience
- Capacity-building roadmaps
- **Case Study:** Sustainable labour coalition implementation plans.

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

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