Contemporary Industrial Relations Systems 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

Contemporary Industrial Relations Systems (CIRS) is a strategic training program designed to equip professionals with advanced competencies in labor relations management, collective bargaining, workplace harmony, employee engagement, dispute resolution, and compliance with labor laws in rapidly evolving global economies. In today's dynamic business environment driven by digital transformation, gig economy shifts, automation, artificial intelligence, and workforce diversification, organizations must adopt modern industrial relations frameworks that balance productivity with employee welfare. Contemporary Industrial Relations Systems Training Course provides an in-depth understanding of how participants interact within complex industrial ecosystems to maintain sustainable labor peace and organizational competitiveness.

The program emphasizes practical and applied learning on conflict management systems, labor policy analysis, occupational health and safety compliance, HR governance, negotiation strategies, and sustainable workforce relations. Participants will explore how emerging trends such as remote work policies, hybrid workforce management, ESG compliance, and ethical labor practices are reshaping industrial relations globally. Through case-based learning, simulations, and real-world scenarios, learners will gain the ability to design and implement effective industrial relations systems that improve productivity, reduce disputes, and foster long-term organizational stability.

Programme Curriculum

Contemporary Industrial Relations Systems Training Course

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Course Duration

5 days

Course Objectives

1. Understand modern industrial relations frameworks and global labor trends
2. Analyze collective bargaining strategies and negotiation dynamics
3. Develop skills in conflict resolution and workplace mediation
4. Evaluate labor laws, compliance systems, and regulatory policies
5. Apply employee engagement and retention strategies
6. Examine the role of trade unions and employer associations
7. Design effective grievance handling mechanisms
8. Strengthen organizational communication and labor relations systems
9. Implement workplace harmony and productivity enhancement models
10. Assess impact of digital transformation on labor relations
11. Integrate ethical labor practices and ESG standards
12. Manage industrial disputes using preventive strategies
13. Build capability in strategic human resource and industrial relations planning

Target Audience

1. HR Managers and HR Business Partners
2. Industrial Relations Officers and Labor Officers
3. Trade Union Leaders and Representatives
4. Government Labor Inspectors and Policy Makers
5. Organizational Development Specialists
6. Legal Practitioners in Labor Law
7. Operations and Plant Managers
8. Graduate Students in Human Resource Management and Industrial Relations

Course Modules

Module 1: Foundations of Industrial Relations Systems

- Evolution of industrial relations globally
- employers, employees, government, unions

- Systems theory in IR
- Models: Unitarist, Pluralist, Radical
- Case Study: Ford Motors labor system transformation

Module 2: Labor Laws and Regulatory Frameworks

- International labor standards (ILO principles)
- National labor legislation overview
- Employee rights and employer obligations
- Compliance and enforcement mechanisms
- Case Study: Amazon workplace regulation disputes

Module 3: Collective Bargaining and Negotiation

- Bargaining structures and processes
- Wage negotiations and benefit systems
- Power dynamics in negotiation
- Contract administration
- Case Study: General Motors UAW strike negotiations

Module 4: Conflict Resolution and Dispute Management

- Sources of industrial conflict
- Grievance handling procedures
- Arbitration and mediation techniques
- Preventive dispute management
- Case Study: South African mining sector labor unrest resolution

Module 5: Trade Unions and Employee Representation

- Union structures and functions
- Union density and globalization impact
- Employer-employee relations strategies
- Collective action and strikes
- Case Study: British Airways cabin crew strikes

Module 6: Workplace Engagement and Productivity Systems

- Employee engagement models
- Motivation and retention strategies
- Performance management integration
- Workplace culture transformation
- Case Study: Google HR and employee engagement system

Module 7: Digital Transformation in Industrial Relations

- AI and automation in workforce management
- Remote and hybrid work policies
- HR analytics in labor relations
- Digital grievance platforms
- Case Study: Microsoft hybrid work policy adaptation

Module 8: Strategic Industrial Relations Management

- Strategic HR and IR alignment
- ESG and ethical labor practices
- Crisis management in labor relations
- Future of work trends
- Case Study: Tesla labor relations and workforce strategy evolution

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