Crisis Leadership for Trade Union Officials 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 volatile industrial relations environment, trade unions face escalating crises driven by labor disputes, workforce restructuring, political pressure, digital activism, and global economic shocks. Effective crisis leadership, union negotiation strategy, and collective bargaining resilience have become essential competencies for union officials who must protect worker rights while maintaining organizational credibility. Crisis Leadership for Trade Union Officials Training Course equips participants with advanced tools in crisis communication, stakeholder management, conflict resolution, and strategic labor advocacy to navigate high-pressure situations with confidence and authority.

The course is designed to strengthen the capacity of trade union leaders to respond decisively to industrial unrest, strikes, reputational risks, legal challenges, and media scrutiny. It integrates modern frameworks such as emergency decision-making, digital crisis response, labor law compliance, and negotiation psychology. Participants will learn how to lead under pressure, coordinate rapid response teams, and sustain member trust during turbulent periods using evidence-based leadership models and real-world union crisis simulations

Programme Curriculum

Crisis Leadership for Trade Union Officials Training Course

Introduction

In today’s volatile industrial relations environment, trade unions face escalating crises driven by labor disputes, workforce restructuring, political pressure, digital activism, and global economic shocks. Effective crisis leadership, union negotiation strategy, and collective bargaining resilience have become essential competencies for union officials who must protect worker rights while maintaining organizational credibility. Crisis Leadership for Trade Union Officials Training Course equips participants with advanced tools in crisis

communication, stakeholder management, conflict resolution, and strategic labor advocacy to navigate high-pressure situations with confidence and authority.

The course is designed to strengthen the capacity of trade union leaders to respond decisively to industrial unrest, strikes, reputational risks, legal challenges, and media scrutiny. It integrates modern frameworks such as emergency decision-making, digital crisis response, labor law compliance, and negotiation psychology. Participants will learn how to lead under pressure, coordinate rapid response teams, and sustain member trust during turbulent periods using evidence-based leadership models and real-world union crisis simulations.

Course Duration

5 Days

Course Objectives

1. Develop crisis leadership capabilities in trade union environments
2. Strengthen industrial conflict management strategies
3. Master strategic collective bargaining techniques
4. Build expertise in crisis communication and media handling
5. Enhance stakeholder engagement and negotiation influence
6. Apply labor law compliance in emergency scenarios
7. Improve decision-making under pressure frameworks
8. Manage strike coordination and de-escalation processes
9. Strengthen digital crisis response and social media management
10. Build union reputation and trust recovery strategies
11. Apply emotional intelligence in labor disputes
12. Develop rapid response crisis action planning
13. Strengthen global labor relations and advocacy leadership

Target Audience

1. Trade Union Executives and Officials
2. Labor Relations Officers
3. Collective Bargaining Representatives
4. Human Resource & Industrial Relations Managers
5. Worker Rights Advocates
6. Government Labor Inspectors
7. NGO Labor Policy Specialists
8. Union Communication and Media Officers

Course Modules

Module 1: Foundations of Crisis Leadership in Trade Unions

- Principles of crisis leadership in labor environments
- Types of industrial crises and triggers
- Leadership roles during strikes and disputes
- Decision-making under pressure
- Ethical leadership in union governance
- **Case Study:** 2019 transport workers strike crisis escalation and leadership response analysis

Module 2: Industrial Conflict Management & Resolution

- Conflict mapping in labor disputes
- De-escalation techniques
- Mediation and arbitration tools
- Negotiation breakdown prevention
- Maintaining worker solidarity
- **Case Study:** Multi-sector wage dispute resolution using mediated bargaining strategy

Module 3: Strategic Collective Bargaining in Crisis

- Advanced bargaining frameworks
- Power dynamics in negotiations
- Interest-based bargaining techniques
- Deadlock resolution strategies
- Strike vs negotiation decision models
- **Case Study:** Successful wage renegotiation during inflation-driven labor unrest

Module 4: Crisis Communication & Media Management

- Messaging during industrial crises
- Press release development
- Media engagement strategies
- Rumor control and misinformation management
- Public perception shaping
- **Case Study:** Union reputation recovery after negative national media coverage

Module 5: Legal & Regulatory Compliance in Labor Crises

- Labor law fundamentals in emergencies
- Rights of workers and employers
- Compliance during strikes
- Legal risk mitigation strategies
- Documentation and reporting standards
- **Case Study:** Court intervention in unlawful strike prevention and resolution

Module 6: Digital Crisis Leadership & Social Media Control

- Online mobilization risks and opportunities
- Social media crisis escalation patterns
- Digital activism management
- Cyber reputation protection
- Real-time communication control
- **Case Study:** Viral strike movement coordination and misinformation containment

Module 7: Rapid Response & Emergency Decision Systems

- Crisis response team structure
- Real-time decision frameworks
- Scenario planning and simulations
- Emergency communication chains
- Risk prioritization models
- **Case Study:** Emergency shutdown negotiation in essential services sector

Module 8: Union Trust Recovery & Post-Crisis Reconstruction

- Restoring member confidence
- Leadership accountability processes
- Post-crisis evaluation frameworks
- Institutional learning systems
- Long-term resilience building
- **Case Study:** Rebuilding union credibility after prolonged industrial shutdown

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	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