Ethical Leadership in Trade Unions 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

The modern labour movement is operating in a rapidly changing environment shaped by digital transformation, governance reforms, social justice advocacy, workplace diversity, climate resilience, artificial intelligence, collective bargaining innovation, transparency, accountability, anti-corruption compliance, and sustainable labour practices. Trade union leaders are expected to demonstrate ethical decision-making, transformational leadership, stakeholder engagement, conflict resolution, and strategic governance while protecting workers' rights in increasingly complex industrial relations systems.

Ethical Leadership in Trade Unions Training Course equips union officials, shop stewards, labour representatives, and emerging worker leaders with practical competencies in ethical governance, inclusive leadership and digital advocacy skills required to be ethical in the society. The course combines global best practices, contemporary labour trends, and real-world case studies to strengthen ethical leadership culture, improve accountability mechanisms, and promote resilient and member-centered trade union institutions in the era of globalization and future work transformation.

Programme Curriculum

Ethical Leadership in Trade Unions Training Course

Introduction

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Course Duration

5 Days

Course Objectives

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

1. Strengthen **ethical governance frameworks** within trade unions.
2. Apply **transformational leadership strategies** in labour organizations.
3. Promote **transparency and accountability systems** in union operations.
4. Enhance **collective bargaining ethics** and responsible negotiations.
5. Develop **anti-corruption compliance mechanisms** in trade union management.
6. Improve **stakeholder engagement and social dialogue** processes.
7. Integrate **gender equality and diversity inclusion** into union leadership.
8. Utilize **digital leadership and online advocacy tools** effectively.
9. Build **conflict resolution and mediation competencies** for industrial harmony.
10. Strengthen **financial integrity and ethical resource management** practices.
11. Enhance **policy advocacy and labour rights protection** strategies.
12. Promote **climate justice and sustainable workplace leadership** initiatives.
13. Develop resilient leadership approaches for the **future of work and AI-driven workplaces**.

Target Audience

This course is designed for:

1. Trade Union Leaders
2. Shop Stewards and Worker Representatives
3. Labour Relations Officers
4. Human Resource Practitioners
5. Collective Bargaining Teams
6. Youth and Emerging Union Leaders
7. Gender and Equality Committee Members
8. Public and Private Sector Employee Representatives

Course Modules

Module 1: Foundations of Ethical Leadership in Trade Unions

- Principles of ethical leadership
- Trade union governance systems
- Leadership integrity and accountability
- Building organizational trust
- Ethical decision-making frameworks

- **Case Study:** Analysis of governance reforms implemented by successful labour unions to restore member confidence after leadership crises.

Module 2: Transparency, Accountability, and Anti-Corruption

- Financial transparency systems
- Anti-corruption compliance tools
- Ethical procurement practices
- Internal audit and reporting mechanisms
- Whistle-blower protection systems
- **Case Study:** Review of a trade union financial mismanagement scandal and lessons for institutional reforms.

Module 3: Collective Bargaining Ethics and Social Dialogue

- Ethical negotiation techniques
- Responsible collective bargaining
- Stakeholder engagement strategies
- Workplace mediation and conflict management
- Social partnership frameworks
- **Case Study:** Comparative analysis of successful wage negotiations achieved through ethical bargaining practices.

Module 4: Inclusive Leadership and Gender Equity

- Gender-responsive union leadership
- Diversity and inclusion strategies
- Youth leadership empowerment
- Prevention of workplace discrimination
- Inclusive policy development
- **Case Study:** Evaluation of women leadership inclusion programs in international labour organizations.

Module 5: Digital Leadership and Labour Advocacy

- Digital transformation in unions
- Social media advocacy campaigns
- Cybersecurity awareness for labour organizations
- Online member engagement strategies
- Data-driven decision-making
- **Case Study:** Assessment of digital mobilization campaigns used during national labour movements.

Module 6: Labour Law, Human Rights, and Governance

- Labour law compliance
- Human rights and workers' protection
- Ethical policy advocacy
- Industrial relations governance
- International labour standards
- **Case Study:** Examination of labour rights violations and ethical legal interventions by unions.

Module 7: Crisis Management and Organizational Resilience

- Crisis leadership strategies
- Managing industrial unrest ethically
- Organizational resilience planning
- Reputation management
- Change leadership in unions
- **Case Study:** Lessons from trade union responses during economic crises and pandemics.

Module 8: Future of Work and Sustainable Trade Union Leadership

- Artificial intelligence and labour markets
- Climate justice and green workplaces
- Future workforce trends
- ESG and sustainable leadership
- Innovation in labour movements
- **Case Study:** Exploration of trade union adaptation strategies in AI-driven and automated industries.

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