Industrial Relations in Multinational Organizations 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 highly interconnected global economy, Industrial Relations in Multinational Organizations has become a strategic business priority that directly impacts organizational performance, workforce stability, compliance management, and corporate reputation. Multinational corporations (MNCs) operate across diverse legal systems, labor markets, cultural environments, and employment regulations, making effective industrial relations essential for sustainable growth. Strong industrial relations frameworks help organizations minimize labor disputes, improve productivity, strengthen employer branding, and support long-term organizational resilience in a competitive global environment.

The rapid evolution of Industry 4.0, remote workforce management, AI-driven HR systems, globalization, workforce analytics, ethical employment practices, sustainability strategies, and international labor standards has transformed the way multinational organizations manage employee relations. Industrial Relations in Multinational Organizations Training Course provides participants with practical insights, global case studies, and modern industrial relations strategies to effectively manage labor relations challenges while enhancing organizational harmony, legal compliance, operational productivity, and employee trust in multinational environments.

Programme Curriculum

Industrial Relations in Multinational Organizations Training Course

Introduction

In today’s highly interconnected global economy, Industrial Relations in Multinational Organizations has become a strategic business priority that directly impacts organizational performance, workforce stability, compliance management, and corporate reputation. Multinational corporations (MNCs) operate across diverse legal systems, labor markets, cultural environments, and employment regulations, making effective industrial

relations essential for sustainable growth. Strong industrial relations frameworks help organizations minimize labor disputes, improve productivity, strengthen employer branding, and support long-term organizational resilience in a competitive global environment.

The rapid evolution of Industry 4.0, remote workforce management, AI-driven HR systems, globalization, workforce analytics, ethical employment practices, sustainability strategies, and international labor standards has transformed the way multinational organizations manage employee relations. Industrial Relations in Multinational Organizations Training Course provides participants with practical insights, global case studies, and modern industrial relations strategies to effectively manage labor relations challenges while enhancing organizational harmony, legal compliance, operational productivity, and employee trust in multinational environments.

Course Duration

5 days

Course Objectives

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

1. Understand modern Industrial Relations Frameworks in multinational organizations.
2. Analyze global Labor Law Compliance and international employment regulations.
3. Develop effective Employee Engagement Strategies for diverse workforces.
4. Apply advanced Conflict Resolution and Negotiation Techniques in industrial relations.
5. Manage Trade Union Relations and collective bargaining processes successfully.
6. Implement Workforce Diversity and Inclusion Strategies across global operations.
7. Utilize HR Analytics and Digital Transformation Tools in employee relations management.
8. Strengthen Cross-Cultural Communication and Leadership Skills in multinational environments.
9. Design proactive Crisis Management and Workforce Risk Mitigation Plans.
10. Improve Organizational Productivity and Workforce Performance Management.
11. Integrate ESG, Sustainability, and Ethical Employment Practices into industrial relations.
12. Address emerging challenges related to Remote Work, Hybrid Workforce, and AI-driven HR systems.
13. Build strategic approaches for Global Talent Retention and Employer Branding.

Target Audience

1. HR Directors and HR Managers
2. Industrial Relations Managers
3. Employee Relations Specialists
4. Labor Law and Compliance Officers
5. Trade Union Representatives
6. Operations and Plant Managers
7. Corporate Executives and Business Leaders
8. Organizational Development and Workforce Planning Professionals

Course Modules

Module 1: Fundamentals of Industrial Relations in MNCs

- Principles and evolution of industrial relations
- Global employment relations frameworks
- Role of HR in multinational organizations

- Industrial democracy and workplace governance
- Challenges of globalization in labor relations
- **Case Study:** Industrial relations transformation in a global manufacturing company.

Module 2: International Labor Laws and Compliance Management

- International labor standards and ILO conventions
- Employment contracts and legal frameworks
- Compliance risk assessment strategies
- Workplace ethics and corporate governance
- Managing labor audits and investigations
- **Case Study:** Managing labor law compliance across multiple countries.

Module 3: Trade Union Management and Collective Bargaining

- Trade union structures and dynamics
- Collective bargaining strategies
- Negotiation and mediation techniques
- Preventing labor disputes and strikes
- Building collaborative union relationships
- **Case Study:** Successful collective bargaining agreement in a multinational energy company.

Module 4: Employee Engagement and Workforce Productivity

- Employee engagement best practices
- Workforce motivation and retention strategies
- Performance management systems
- Employee wellbeing and mental health initiatives
- Building high-performance workplace cultures
- **Case Study:** Employee engagement transformation in a global technology firm.

Module 5: Conflict Resolution and Crisis Management

- Workplace conflict identification and prevention
- Dispute resolution mechanisms
- Crisis communication planning
- Managing organizational change and restructuring
- Handling workplace grievances effectively
- **Case Study:** Resolving industrial conflict during corporate restructuring.

Module 6: Cross-Cultural Management and Diversity

- Cross-cultural communication strategies
- Managing multicultural teams
- Diversity, equity, and inclusion practices
- Global leadership competencies
- Cultural intelligence in multinational operations
- **Case Study:** Building inclusive workplace culture across international offices.

Module 7: Digital HR Transformation and Future Workforce Trends

- HR digitalization and automation

- AI-driven workforce management systems
- HR analytics and predictive workforce planning
- Remote and hybrid workforce management
- Cybersecurity and employee data protection
- **Case Study:** Digital HR transformation in a multinational corporation.

Module 8: Strategic Industrial Relations and Organizational Sustainability

- Strategic workforce planning
- ESG and sustainable employment practices
- Organizational resilience and workforce continuity
- Employer branding and talent management
- Future trends in industrial relations management
- **Case Study:** Sustainable industrial relations strategy in a global enterprise.

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