Leadership in Multi-Union Environments 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 rapidly evolving industrial and public sector landscape, Leadership in Multi-Union Environments has become a critical competency for executives, HR professionals, and operational managers. Organizations are increasingly operating in complex ecosystems where multiple trade unions, collective bargaining agreements (CBAs), and employee representative structures coexist. Leadership in Multi-Union Environments Training Course equips leaders with strategic skills and stakeholder management capabilities required to maintain productivity while ensuring labor harmony. It emphasizes modern frameworks such as transformational leadership, emotional intelligence in labor relations, and collaborative union engagement strategies.

The course is designed to address real-world challenges such as labor disputes, strikes, collective bargaining deadlocks, union rivalry, grievance escalation, and workforce engagement gaps. Participants will learn how to build trust-based relationships with multiple unions, align organizational goals with labor expectations, and implement sustainable employee relations strategies. By integrating case-driven learning, scenario simulation, and best practices from global industrial relations systems, this program empowers leaders to drive organizational stability, compliance, and high-performance workplace culture in multi-union settings

Programme Curriculum

Leadership in Multi-Union Environments Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Master multi-union negotiation strategies in complex industrial environments
2. Apply industrial relations (IR) best practices for conflict prevention
3. Develop collective bargaining agreement (CBA) management skills
4. Enhance labor dispute resolution and mediation techniques
5. Build high-trust union engagement frameworks
6. Strengthen stakeholder communication and alignment strategies
7. Implement grievance handling and escalation protocols
8. Improve workplace harmony and labor peace sustainability
9. Apply emotional intelligence in leadership decision-making
10. Manage strike prevention and crisis labor management
11. Understand labor law compliance and regulatory frameworks
12. Develop change management strategies in unionized environments
13. Strengthen organizational productivity through employee relations optimization

Target Audience

1. Senior HR Managers and HR Business Partners
2. Industrial Relations Officers
3. Operations and Plant Managers
4. Trade Union Liaison Officers
5. Government Labor Relations Officials
6. Corporate Executives and Directors
7. Union Leaders and Shop Stewards
8. Organizational Development (OD) Specialists

Course Modules

Module 1: Foundations of Multi-Union Leadership

- Overview of unionized workplace structures
- Types of trade unions and federations
- Leadership roles in industrial relations
- Power dynamics in multi-union environments

- **Case Study:** Managing union diversity in a national transport corporation

Module 2: Industrial Relations Strategy & Frameworks

- IR systems and governance models
- Policy development for union engagement
- Strategic alignment of HR and unions
- Conflict-sensitive leadership approaches
- **Case Study:** Public sector IR reform in a utilities organization

Module 3: Collective Bargaining Excellence

- CBA lifecycle management
- Negotiation planning and tactics
- Win-win bargaining approaches
- Handling impasses and deadlocks
- **Case Study:** Multi-union wage negotiation in manufacturing industry

Module 4: Conflict Resolution & Mediation

- Sources of labor conflict
- Mediation and arbitration processes
- Third-party negotiation techniques
- Preventing escalation to strikes
- **Case Study:** Successful mediation in a healthcare labor dispute

Module 5: Union Engagement & Relationship Building

- Trust-building with multiple unions
- Communication frameworks for engagement
- Managing competing union interests
- Long-term partnership models
- **Case Study:** Multi-union collaboration in telecom sector reforms

Module 6: Grievance Handling Systems

- Structured grievance procedures
- Digital grievance tracking systems
- Fairness and transparency principles
- Reducing grievance escalation rates
- **Case Study:** Grievance system overhaul in a public service agency

Module 7: Crisis Management in Labor Relations

- Strike prediction indicators
- Emergency negotiation protocols
- Workforce continuity planning
- Media and public communication strategies
- **Case Study:** Strike resolution in logistics and supply chain disruption

Module 8: High-Performance Unionized Workplaces

- Productivity improvement in unionized settings

- Employee engagement strategies
- Performance management alignment with unions
- Sustainable labor peace models
- **Case Study:** Productivity turnaround in a multinational assembly plant

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