Organizational Behaviour in Labour 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

In today’s dynamic industrial landscape, understanding Organizational Behaviour within labour unions is crucial for fostering employee engagement, collective bargaining efficiency, and workplace harmony. Labour unions play a pivotal role in shaping organizational culture, conflict resolution, and workforce motivation, making it imperative for union leaders and HR professionals to grasp advanced behavioural strategies. Organizational Behaviour in Labour Unions Training Course participants with actionable insights into team dynamics, leadership influence, negotiation strategies, and change management within unionized environments, empowering organizations to enhance productivity, compliance, and stakeholder relations.

Our comprehensive program leverages evidence-based practices, real-world case studies, and interactive learning methods to develop core competencies in labour relations, conflict management, and organizational psychology. Participants will gain hands-on experience in strategic decision-making, emotional intelligence, and transformational leadership, ensuring they can address industrial disputes, workforce challenges, and organizational transformation effectively. Designed for both emerging and experienced union professionals, this course ensures a deep understanding of behavioural patterns, team synergy, and proactive problem-solving strategies, driving sustainable outcomes in unionized workplaces.

Programme Curriculum

Organizational Behaviour in Labour Unions Training Course

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Course Duration

5 days

Course Objectives

1. Understand Organizational Behaviour principles in unionized workplaces.
2. Analyze team dynamics and employee engagement strategies.
3. Develop leadership skills tailored for union environments.
4. Master conflict resolution and negotiation techniques.
5. Apply change management strategies within labour unions.
6. Enhance communication effectiveness for union leaders.
7. Explore motivation theories to boost workforce productivity.
8. Evaluate organizational culture and its impact on union behaviour.
9. Implement strategic decision-making in union-related issues.
10. Foster emotional intelligence in leadership roles.
11. Examine industrial relations laws and compliance requirements.
12. Utilize problem-solving frameworks for workplace challenges.
13. Learn from case studies to integrate theory into practice.

Target Audience

1. Union Leaders and Executives
2. Human Resource Managers in unionized organizations
3. Industrial Relations Specialists
4. Team Supervisors in unionized environments
5. Labour Policy Analysts
6. Training and Development Professionals
7. Organizational Development Consultants
8. Management Trainees preparing for union engagement

Course Modules

Module 1: Introduction to Organizational Behaviour in Labour Unions

- Fundamentals of **organizational behaviour**
- Role of labour unions in workplace dynamics
- Understanding workforce motivation and engagement
- Influence of union leadership on organizational outcomes

- **Case Study:** Successful union-led organizational change

Module 2: Team Dynamics and Group Behaviour

- Group formation and team roles
- Communication patterns within union teams
- Decision-making processes in teams
- Managing diversity and inclusion in union settings
- **Case Study:** Resolving inter-departmental conflicts in a unionized plant

Module 3: Leadership in Unionized Environments

- Leadership theories and their application in unions
- Transformational vs. transactional leadership
- Building credibility and trust among union members
- Developing succession planning and mentorship programs
- **Case Study:** Leadership turnaround in a high-conflict union

Module 4: Conflict Resolution and Negotiation Skills

- Identifying sources of industrial disputes
- Conflict resolution strategies and frameworks
- Negotiation tactics for union representatives
- Mediation and arbitration best practices
- **Case Study:** Collective bargaining success story

Module 5: Motivation and Employee Engagement

- Motivation theories in unionized workplaces
- Reward systems and recognition programs
- Enhancing workforce morale during organizational change
- Measuring engagement and performance impact
- **Case Study:** Boosting engagement in a unionized manufacturing unit

Module 6: Organizational Culture and Change Management

- Assessing union culture and subcultures
- Driving organizational change with minimal resistance
- Strategies for aligning culture with business goals
- Change leadership and stakeholder management
- **Case Study:** Implementing change in a resistant union environment

Module 7: Strategic Decision-Making and Problem Solving

- Decision-making models for union leaders
- Risk assessment and mitigation strategies
- Analytical tools for problem-solving
- Promoting collaborative decision-making
- **Case Study:** Overcoming operational challenges through strategic decisions

Module 8: Legal and Ethical Considerations in Labour Unions

- Overview of labour laws and compliance requirements

- Ethical dilemmas in union decision-making
- Governance and accountability in union management
- Protecting workers' rights while ensuring organizational efficiency
- **Case Study:** Navigating a complex industrial relations dispute

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