BLACKBIRD FOR TRAINING

Transformational Industrial and Employee Relations Course

22 – 26 March 2027
Baku (Azerbaijan)



Transformational Industrial and Employee Relations Course

Ref: 322129_186626 **Date:** 22 – 26 March 2027 **Location:** Baku (Azerbaijan) **Fees:** 5200 GBP

Why This Course

Industrial and employee relations play a vital role in maintaining a stable, productive, and engaged workforce. As workplaces become more complex, professionals must be equipped to handle conflicts, manage relationships, and align people practices with organizational strategy.

This comprehensive 1-week program is designed to provide advanced, practical approaches to managing workplace relations. It focuses on building strong communication, negotiation, and conflict resolution skills, while also addressing modern challenges in labor relations and employee engagement. Through real-world scenarios and applied learning, participants will be better prepared to create a balanced and high-performing work environment.

What You'll Learn and Practice

By participating in this program, you will:

- Develop effective strategies for managing workplace conflicts and negotiations.
- Apply communication techniques that build trust and engagement.
- Strengthen labor relations and maintain positive workplace relationships.
- Align industrial and employee relations strategies with business goals.
- Use structured approaches for conflict resolution and mediation.

The Program Flow

Day 1: Foundations of Modern IR and ER

- Understanding the evolution of industrial and employee relations.
- Identifying key stakeholders and regulatory frameworks.
- Exploring the role of IR and ER in organizational success.
- Reviewing current trends and workplace challenges.

Day 2: Conflict Management and Negotiation

- Identifying common sources of workplace conflict.
- Applying advanced conflict resolution techniques.
- Developing negotiation strategies and practical tactics.
- Understanding mediation and arbitration processes.



Day 3: Communication and Employee Engagement

- Applying effective communication strategies in the workplace.
- Building trust and promoting transparency.
- Implementing employee engagement initiatives.
- Creating a positive and collaborative work culture.

Day 4: Labor Relations and Collective Bargaining

- Managing relationships with unions and employee representatives.
- Understanding collective bargaining processes.
- Handling grievances and dispute resolution effectively.
- Strengthening cooperation between management and employees.

Day 5: Strategic Alignment and Future Trends

- Aligning IR and ER practices with business strategy.
- Using analytics to support decision-making.
- Adapting to technological and workplace changes.
- Preparing for future trends in workforce relations.

Individual Impact

- Strengthen conflict resolution and negotiation skills.
- Improve communication and relationship management abilities.
- Build confidence in handling complex workplace situations.
- Develop a more strategic and structured approach to IR and ER.

Work Impact

- Improve workplace harmony and reduce conflicts.
- Strengthen employee engagement and satisfaction.
- Enhance labor relations and organizational stability.
- Support better alignment between people management and business goals.

Training Methodology

This program combines practical techniques with real-world application to ensure meaningful outcomes. Methods include:

- Interactive sessions and guided discussions.
- Case studies based on workplace scenarios.
- Role-playing exercises for negotiation and conflict resolution.
- Group activities focused on problem-solving and communication.
- Tools and frameworks for immediate workplace use.



Beyond the Course

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

- Develop a comprehensive IR and ER strategy aligned with organizational goals.
- Create structured frameworks for managing workplace conflicts.
- Design employee engagement programs that improve satisfaction.
- Apply effective strategies in labor relations and negotiations.

