



Mastering Employment Relations Negotiations

Enhance your capacity to analyse
and lead ER Negotiations
effectively.

In partnership with:



Stratis
CONSULTING

Strategic Employment Relations

Overview

This highly interactive programme is designed to give participants a real insight into how the ER Negotiations process works in Ireland.

Our exceptional and highly experienced practitioner-led faculty will inform the development of an effective employment relations strategy for your organisation and enhance your capability and confidence to work effectively in this arena.



Who should attend?

The programme is designed to meet the learning needs of HR Managers, HR Business Partners and ER Specialists charged with developing and implementing effective ER strategies and for line managers delivering change in their organisation



What are the programme objectives?

Develop and improve key interpersonal and negotiating skills, along with the planning frameworks to conduct negotiations on pay, terms and conditions of employment, restructuring and dispute resolution and managing Employer / Trade Union relationships.



How long is the programme?

This is two-day programme delivered onsite at IMI campus.



What are the expected outcomes?

On completion, participants will understand the evolving context within which ER negotiations take place. Have a framework for planning and executing an effective ER strategy and the key communication skills to lead industrial relations negotiations.





Our Approach

This will be a highly interactive and immersive experience in a confidential setting, designed to give participants unique and real insights into the effective conduct of ER negotiations.

There are a number of activities, case studies and role-plays built into the Programme to ensure that the key learnings are understood and practiced.

Participants are encouraged to share views and experiences to ensure a thorough understanding of the key learning points and how they will be applied when they return to their organisation.

Programme Benefits

This programme will transform the skillset of participants and enable them to enter employment relations with the ability to deliver satisfactory outcomes in complex negotiations.



Clear understanding of the employment relations landscape in Ireland



Development of a negotiation strategy framework



Enhanced communications skills to manage complex negotiations



An understanding of third party dispute resolution practitioners/organisations



Opportunity for peer to peer learning

Programme Features

- 1 Mapping and understanding the Irish Industrial Relations and Employment Relations system
- 2 Principles of effective workplace problem solving and dispute resolution
- 3 Leading effective workplace negotiations — developing an effective negotiations strategy and tactical plan
- 4 Case study review and local level negotiations role-play.
- 5 Alternative Dispute Resolution — practical options for resolving individual and collective issues
- 6 The law governing employee representation, ballots, industrial action and strike action options for employers including injunctions, issuing protective notice and responding to limited industrial action.
- 7 The role of the WRC on individual and collective ER Cases
- 8 Case study review and Mock Labour Court Hearing
- 9 Guidance on preparing submissions to the WRC and Labour Court
- 10 Review of Key Learnings and Close



Programme Faculty

This unique Negotiations Programme is led by a team of Practitioners, each with over 30 years' experience in successfully leading management/ trade union negotiations and resolving complex ER disputes. **It is not theory based.** You will receive clear guidance and practical insights based on real experiences from people who are directly involved in advising and representing employers on complex ER issues.



Brendan McGinty is Managing Partner at Stratis Consulting.

Brendan is a leading expert in people strategy, employee relations, employment policy, communications, change management, and dispute resolution. Brendan previously worked with the business organisation Ibec as a member of the leadership team where he had a successful career as Director of Industrial Relations and Human Resource Services. He has a deep understanding of workplace relations, employment policy and the application of employment law in a modern economy and is a member of the Board of the Workplace Relations Commission.



Liam Doherty is Senior Partner at Stratis Consulting.

Liam is one of Ireland's foremost experts in the area of ER & dispute resolution. He holds a PhD from Queen's University, Belfast having examined conflict management and dispute resolution systems in multinationals. Liam focuses primarily on providing high level Industrial Relations advice and support for large scale restructuring and change management assignments and in designing pro-active ER Strategies.



Brendan McCarthy is Senior Partner at Stratis Consulting.

Brendan focuses primarily on enhancing organisational effectiveness. He has a history of providing pragmatic and innovative strategies, practices and initiatives to enhance the people contribution within organisations. Brendan has over 30 years' experience as a consultant specialising in improving organisational effectiveness, whilst also coaching at senior management level.



Karl McDonagh is a Partner at Stratis Consulting

Karl was previously the Employee Relations and Change Director with Diageo Ireland with responsibility for driving organisational, cultural and employee relations strategies for the Diageo businesses throughout Ireland. Karl has extensive experience and a successful track record in delivering change and re-structuring in complex employee relations environments



Séamus Given is a Partner in the Employment Law Group in Arthur Cox.

He has more than 30 years' experience in advising on all aspects of employment law and industrial relations law and crisis management issues. Séamus advises and represents employers in disputes with employees, ex-employees, applicants for employment and trade unions, including in hearings before the WRC, the Labour Court, the Circuit Court, the High Court, the Court of Appeal, the Supreme Court and the CJEU. A particular area of interest is crisis management issues with an employment or industrial relations dimension.



Caroline Jenkinson is a Strategic Adviser at Stratis Consulting

Caroline worked in the Labour Court as Deputy Chairman for the past 22 years, where she adjudicated on employment law cases and on industrial relations disputes between employers and workers. Prior to 1998 she was employed by Ibec dealing with industrial relations issues and social policy. Caroline has a unique track record of success as one of Ireland's foremost Adjudicators and has added significant value to our engagement with clients in leading their strategic employment relations agenda.



Kevin Duffy

Mr Kevin Duffy began his career as a bricklayer, and was an official of the Bricklayers' Union for 15 years. In 1987, he joined the Irish Congress of Trade Unions as Assistant General Secretary in charge of industrial relations. Mr Duffy — who is a qualified barrister — retired from the Labour Court in June 2016, having been appointed as Deputy Chairman in 1997, and serving as Chairman since 2003. Mr Duffy is currently an adjunct professor at the law department of NUI Maynooth.

About our Partner



Stratis Consulting is Ireland's leading specialist consultancy supporting organisations on strategic employment relations and comprises the most experienced and innovative team of ER practitioners in Ireland. Drawing on our expertise, specialist knowledge and common sense approach, we work with organisations to help them engage their people in leading improvements in critical areas of employee relations, people strategy and workplace policy.

Programme Duration

2 days

Dates

26th and 27th April 2023

Time

9.00 am — 5.00 pm

Programme Fees

Corporate Member: **€1,145**

Non Member: **€1,385**

Further Information

For further information please contact:

Ellen Muldoon **+353 86 102 2239**
programmeadvisors@imi.ie

Louise Murphy **+353 87 205 3604**
louise.Murphy@stratis.ie

imi.ie

Follow us: @IMI_Ireland

