



Stratis

Learning & Development


ARTHUR COX

MASTERING EMPLOYMENT RELATIONS AND NEGOTIATIONS

A Two-Day Programme

26th & 27th June 2024
Stephen's Green Club, Dublin 2

www.stratis.ie/learning



*"We practice what
we teach."*

INTRODUCTION


This highly interactive programme is designed to give participants a real insight into how Employment Relations (ER) and Negotiations process works in Ireland. We are delighted to partner with Arthur Cox to deliver this two day programme which is practitioner led and will inform the development of an effective employment relations negotiating 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, ER Specialists and Line Managers charged with developing and implementing effective ER strategies and delivering change in their organisation.

The Programme is also of relevance for Teams tasked with conducting negotiations on pay, terms and conditions of employment, restructuring and dispute resolution. It will be of relevance to organisations in the Private Sector, State Agencies, Commercial Semi State Sector and Local / National Authorities.

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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, a mock WRC Conciliation conference and mock Labour Court hearing 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 their application when they return to their organisation.

WHY US?

Stratis L&D has a deep expertise in supporting and managing employment relations issues and concerns on behalf of Employers over the past 30+ years. We are trusted advisors to organisations and understand the real employment relations (ER) challenges that employers face, thus ensuring the learning is relevant, meaningful and impactful.

We appreciate that People Leaders are at the core of effective and productive workplace relationships. Our learning focuses on partnering with organisations to design and deliver highly practical and insightful learning experiences that are rooted in the organisation's policy framework and best ER practice, while ensuring overall compliance with employment law.

PROGRAMME OUTCOMES

By the end of this two day Masterclass participants will have learned how to:

To Book: [Click this link.](#)



Understand the evolving context within which ER negotiations take place.



Have a framework for planning an effective ER/ negotiations strategy and executing the tactical plan.



Understand the role of the key third party Industrial Relations Institutions involved in the negotiating process and in dispute resolution.



Develop and improve key interpersonal and negotiating skills necessary to lead industrial relations engagements more effectively and confidently.



Have the confidence to engage effectively with Trade Union Officials and Representatives.



Be able to perform a Gap Analysis between good ER Practice and actual practice in their organisation.

ABOUT OUR FACULTY

Our Faculty are experts in the field of Employment Relations (ER) and People Management. They have an excellent understanding of best practice and have advised and represented numerous organisations on complex individual and collective ER issues and disputes on workplace issues. They also have a full understanding of the obligations that are placed on managers appearing before third parties.

Our Faculty are all seasoned practitioners, each with over 25 years' experience in dealing with ER issues both as senior leaders and external consultants. As active practitioners and trusted Advisors we bring our wide range of experiences to our programme design and delivery and provide practical and comprehensive learnings and insights to participants.



Brendan McGinty, Managing Partner, Stratis Consulting.

Brendan is a leading expert in people strategy, employee relations, employment policy, communications, change management, and dispute resolution with over 30 years' experience. 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.



Liam Doherty, Senior Partner, Stratis Consulting.

Liam is one of Ireland's foremost experts in the area of IR/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.

ABOUT OUR FACULTY



Brendan McCarthy, Senior Partner, 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, Partner, 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.



David Horgan, Partner, Stratis Consulting.

David is a senior HR leader with a successful track record at both strategic and tactical level, with a pragmatic, business-oriented perspective. He has extensive experience of the development and implementation of significant organisational and cultural change strategies to deliver organisational goals.

ABOUT OUR FACULTY



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's 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.



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

Séamus 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.

ABOUT OUR FACULTY



Liam Kelly

Liam Kelly was Director General in the Workplace Relations Commission, prior to his retirement in 2023, having previously served as Chief Operations Officer since its establishment in 2015.

Prior to this, Liam was directly responsible for the drafting of significant industrial relations legislation in connection with collective bargaining rights, minimum wage and sectoral wage setting frameworks. Over the course of his career Liam has been actively engaged in employment rights and industrial relations as Human Resource Director of an Irish State agency and separately as both a Conciliation Officer and Advisory Officer in the Labour Relations Commission which now forms part of the Workplace Relations Commission. Liam has an MA in Human Resource Management and Industrial Relations, a Higher Diploma in Public Administration and is a Certified Workplace Relations Adjudicator.



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 FACULTY




Louise Murphy, Managing Director, Stratis Learning & Development.

Louise has extensive experience working across many sectors in some of Ireland's best-known companies. Through 20 years of HR Leadership roles, Louise has worked in organisations across Professional Services, FMCG, Semi-State Commercial and the Pharmaceutical sector, where in her most recent role she was responsible for all facets of Strategic HR, People Management & Development across national and international teams.

Louise has a special interest in working with organisations on their leadership development and optimisation of individual & team performance through programmes that build trust, authentic relationships, and accountability. Partnering with business leadership Louise has designed and delivered bespoke training programmes from shop floor to senior leadership, always ensuring the content meets the business needs and challenges.

PROGRAMME CONTENT

- Mapping and understanding the Irish Workplace Relations system.
- Principles of effective workplace problem solving and dispute resolution.
- Leading effective workplace negotiations – developing an effective negotiations strategy and tactical plan.
- Case study review and local level negotiations role play.
- Alternative Dispute Resolution – practical options for resolving individual and collective issues.
- Understanding Trade Unions.
- 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.
- The role of the WRC on individual and collective IR/ER Cases.
- Case study review and Mock Conciliation Conference.
- Guidance on preparing IR submissions to the Labour Court.
- Mock Labour Court Hearing.
- Review of Key Learnings and Close.



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KEY WORKSHOP INFORMATION

- **Date:** 26th and 27th June 2024
- **Time:** 9.00am – 5.00pm
- **Venue:** Stephen's Green Club, Dublin 2.
- **Cost:** €1500
- **To Book:** [Click this link.](#)

If you would like further information please contact Louise Murphy, Managing Director, Stratis Learning & Development, at events@stratis.ie or visit www.stratis.ie/learninganddevelopment.