

# € TRAINING

Transformational Industrial IR and Employee  
Relations ER

21 - 25 April 2025  
Baku (Azerbaijan)





# Transformational Industrial IR and Employee Relations ER

REF: H1383 DATE: 21 - 25 April 2025 Venue: Baku (Azerbaijan) - Fee: 5830 Euro

## Introduction:

This training program delves into advanced strategies and contemporary approaches in industrial relations IR and employee relations ER, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective IR and ER practices and drive organizational success.

## Program Objectives:

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

- Understand the principles and practices of industrial and employee relations.
- Develop strategies for managing workplace conflicts and negotiations.
- Implement effective communication and engagement techniques.
- Utilize best practices for maintaining positive labor relations.
- Align IR and ER strategies with organizational goals.

## Targeted Audience:

- HR Managers.
- Employee Relations Specialists.
- Labor Relations Managers.
- Organizational Development Professionals.
- Senior HR Executives.

## Program Outline:

### Unit 1:

#### Fundamentals of Industrial and Employee Relations:

- Understanding industrial relations principles.
- The role of employee relations in organizational success.
- Key stakeholders in industrial relations.

- The legal framework governing IR and ER.
- Historical context and evolution of labor relations.

## Unit 2:

### Conflict Management and Negotiation Strategies:

- Identifying sources of workplace conflicts.
- Techniques for conflict resolution.
- Negotiation strategies and tactics.
- Mediation and arbitration processes.
- Case studies on successful conflict management.

## Unit 3:

### Communication and Engagement Techniques:

- Effective communication strategies in the workplace.
- Employee engagement best practices.
- Building trust and transparency with employees.
- Techniques for fostering a positive work culture.
- Tools for measuring employee engagement.

## Unit 4:

### Maintaining Positive Labor Relations:

- Strategies for maintaining positive labor relations.
- The role of unions and collective bargaining.
- Handling grievances and disciplinary actions.
- Employee representation and advocacy.
- Best practices for labor-management cooperation.

## Unit 5:

## Aligning IR and ER Strategies with Organizational Goals:

- Integrating IR and ER with business strategy.
- Aligning labor relations with organizational objectives.
- Utilizing HR analytics in industrial and employee relations.
- Communicating IR and ER strategies to stakeholders.
- Future trends in industrial and employee relations.