

HARRIV HUMAN RESOURCES LTD
(EMPLOYMENT RELATIONS AND HUMAN RESOURCE MANAGEMENT CONSULTANTS)

A TWO-DAY WORKSHOP FOR UNION, OPINION LEADERS AND MANAGEMENT NEGOTIATION TEAM MEMBERS

LEARNING SNIPPETS

A harmonious Industrial and Employee Relations atmosphere is the bed-seed of high-performing organizations. It is a settled position in Research and academic studies, that the major cause of walk-outs, stalemates, and other disputes during negotiations, is the absence of training and development for Union Officials, workplace opinion Leaders and representatives of the negotiating parties.

Preparing the negotiating parties through a pre-negotiation workshop or training serves to play the role of a midwife for a win-win outcome.

At the end of this proposed training program therefore, participants would be exposed to:

- Union Leadership roles to members, employers, and the Government.
- Union Leaders as People Managers to Union membership
- The Basic provisions of the Principal Labor Legislations guiding Workplace and National Industrial Relations Systems
- Union Negotiation Tactics and Strategies
- Understanding and respecting Union Structure/Hierarchy in Trade Union Administration
- Keys to success in Union Competency Building

PROGRAM CONTENT

- UNDERSTANDING THE LAWS THAT GOVERN UNION-MANAGEMENT RELATIONS IN NIGERIA
- EFFECTIVE UNION-MANAGEMENT RELATIONS IN TIMES OF ECONOMIC CHANGE AND TRANSITION IN THE NIGERIAN OIL AND GAS SECTOR
- THE ROLE OF UNION LEADERS IN ENTRENCHING POSITIVE EMPLOYEE EXPERIENCE, ENGAGEMENT, AND COMMITMENT AT THE WORKPLACE
- EFFECTIVE LEADERSHIP: ROLES AND CHALLENGES OF LEADERSHIP AND THE MANAGEMENT OF EXPECTATIONS
- ACHIEVING INDUSTRIAL HARMONY THROUGH THE RECOGNITION OF WORKPLACE RIGHTS
- PREPARING FOR NEGOTIATIONS; ISSUES, STRATEGIES AND TACTICS

PROGRAM CONTENT DETAILS

- **UNDERSTANDING THE LAWS THAT GOVERN UNION-MANAGEMENT RELATIONS IN NIGERIA**

Resource person to cover the following areas:

- Sources of the Labour Laws of Nigeria
- The Basic provisions of the Principal Labour Legislations:
 - ✓ The Trade Union Act
 - ✓ The Trade Disputes Act
 - ✓ The Labour Act.
 - ✓ The minimum guiding principles and the role of the Union Leadership in handling unfair Labour practices with employers

- **EFFECTIVE UNION-MANAGEMENT RELATIONS IN TIMES OF ECONOMIC CHANGE AND TRANSITION IN THE NIGERIAN OIL AND GAS SECTOR**

Resource person to cover the following areas:

- The employment contract as the basis of Union-Management relations
- Indices of economic changes (meltdowns, depressions, and downturns).
- Business transitions: mergers, acquisitions (assets or stocks), collaborations.
- Managing the Industrial Relations side of mergers, acquisitions, and collaborations.

- **THE ROLE OF UNION LEADERS IN ENTRENCHING POSITIVE EMPLOYEE EXPERIENCE, ENGAGEMENT, AND COMMITMENT AT THE WORKPLACE**

Resource person to cover the following areas:

- The structure of Trade Unions in Nigeria
- The role of Union leaders in Union membership drive (the new model).
- Union Leadership role in entrenching positive employee experience, engagement, and commitment at the workplace.
- The role of Union Leadership in their relationship with Members, Employers, and the Government.

- **EFFECTIVE LEADERSHIP: ROLES AND CHALLENGES OF LEADERSHIP AND THE MANAGEMENT OF EXPECTATIONS.**

Resource person to cover the following areas:

- The traditional and contemporary Leadership paradigms.
- The application of the contemporary Leadership paradigm to Trade Union Leadership in Nigeria
- The Challenges of Trade Union leaders with Union members, Employers and the Government.
- Managing expectations of stakeholders (Union members, Employers and Government) in Workplace Industrial Relations.

- **PREPARING FOR NEGOTIATIONS; ISSUES, STRATEGIES AND TACTICS.**

Resource person to cover the following areas:

- The Structure of the Negotiating Parties in Industrial Relations
- The Structure of Negotiations in Nigeria
- Some Presuppositions at the Negotiation Table
- Preparing for Negotiations
- Negotiation Strategy and Tactics
- Role play in the psychology of Negotiations.
- Interest-Based Negotiation and the power of informal networking

- **ACHIEVING INDUSTRIAL HARMONY THROUGH THE RECOGNITION OF WORKPLACE RIGHTS**

Resource person to cover the following areas:

- Who is an employee/worker within the context of the Law?
- Who are Union members within the context of the Law?
- Who is an employer within the context of the Law?
- Sources of Rights of Employees, Unions and Employers
- The Rights of the Employer
- The Rights of the Union
- The Rights of the Employee
- The role of moderation in the exercise of workplace rights

BUSINESS BENEFITS

- *The Union Leadership program builds a predictive model that provides future workplace-friendly union membership based on business historical data from past union training programs.*
- *The Programme engenders workplace Harmony.*
- *Reduces distractions stemming from Union agitations induced by perceived imaginary wrongs from employers with a high degree of unfair Labour practice tendencies.*
- *Behavior outcome from trained Union Leadership is predicted to create Employee Behavior Modification which in turn minimizes Employers' complex local legal considerations emanating from wrongly perceived employees' dysfunctional behavior, that traverses' employment laws and Human Resources Management practices.*
- *Workplace Harmony propels group solidarity and happy hour plans that engender teamwork spirit.*
- *The program engenders Union members' Collaboration, innovation, Knowledge sharing, and social cohesion.*
- *A Harmonious Industrial and Employee Relations Atmosphere is the bed-seed of High Performing Organizations.*