

TRANSFORMATIONAL INDUSTRIAL (IR) AND EMPLOYEE RELATIONS (ER)



GENTEX[®]
TRAINING CENTER



Introduction

Transformational Industrial (IR) and Employee Relations (ER) Training Course prepares HR and labor relations professionals to manage workplace relationships with fairness, foresight, and strategic intent. Strong industrial and employee relations practices reduce workplace conflict and build trust between management and staff. This course explores collective bargaining principles, grievance handling procedures, and labor law compliance frameworks that shape modern workplace relations. Furthermore, participants examine how transformational leadership approaches can reshape traditional IR and ER practices into proactive, partnership-driven models. As a result, learners gain the confidence to manage disputes, negotiate agreements, and foster a positive workplace culture. By the end, participants hold practical tools to lead industrial and employee relations functions effectively.

Transformational Industrial (IR) and Employee Relations (ER) Course Objectives

- Apply labor law principles to workplace relations decisions
- Manage grievance procedures using structured resolution frameworks
- Conduct collective bargaining negotiations effectively
- Design employee relations policies aligned with organizational strategy
- Apply conflict resolution techniques to workplace disputes
- Build trust-based relationships between management and labor representatives
- Interpret collective agreements and employment contracts accurately
- Apply transformational leadership principles to IR and ER functions
- Develop disciplinary procedures that meet legal and ethical standards
- Design employee engagement strategies to strengthen workplace relations



Course Methodology

- Interactive lectures on labor law and employee relations frameworks
- Case studies based on real grievance and dispute scenarios
- Role-play exercises simulating collective bargaining negotiations
- Group workshops drafting employee relations policies
- Guided review of disciplinary and grievance case files
- Peer discussions on conflict resolution strategies

Who Should Take This Course

- HR managers responsible for employee and labor relations
- Industrial relations officers and union liaisons
- Employee relations specialists
- Legal and compliance professionals supporting HR functions
- Line managers handling workplace disputes
- Organizational leaders shaping workplace culture policies

Transformational Industrial (IR) and Employee Relations (ER) Course Outlines

Day 1: Foundations of Industrial and Employee Relations

- Define industrial relations and employee relations concepts
- Review core labor law principles and compliance requirements

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- Explore the employment contract and its legal implications
- Introduce transformational leadership in workplace relations
- Examine the role of trade unions in modern workplaces
- Discuss the shift from adversarial to partnership-based IR models
- Review case studies of successful workplace relations transformation

Day 2: Grievance Handling and Dispute Resolution

- Apply structured grievance handling procedures
- Use mediation techniques to resolve workplace disputes
- Distinguish formal and informal dispute resolution methods
- Document grievance cases to meet legal standards
- Apply conflict resolution models to escalating disputes
- Manage disciplinary hearings fairly and consistently
- Review appeals processes and natural justice principles

Day 3: Collective Bargaining and Negotiation

- Prepare for collective bargaining negotiations strategically
- Apply principled negotiation techniques to labor agreements
- Interpret collective bargaining agreements accurately
- Manage union relationships through structured dialogue
- Address common bargaining impasses effectively
- Draft clear and enforceable agreement clauses
- Review case studies of successful collective agreements

Day 4: Employee Relations Policy and Compliance



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- Design employee relations policies aligned with labor law
- Apply disciplinary procedures that meet legal standards
- Address workplace harassment and discrimination policies
- Align employee relations practices with organizational values
- Manage restructuring and redundancy processes fairly
- Apply whistleblower protection principles
- Review compliance audits for employee relations functions

Day 5: Transformational Strategies for Modern Workplaces

- Apply transformational leadership principles to IR and ER strategy
- Design employee engagement initiatives to strengthen relations
- Build proactive communication channels with employee representatives
- Measure the impact of employee relations initiatives
- Develop a long-term industrial relations improvement plan
- Address emerging trends shaping workplace relations
- Review case studies of transformed employee relations functions

Conclusion



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By successfully completing Transformational Industrial (IR) and Employee Relations (ER) Training Course, participants will have acquired practical knowledge in managing grievances, negotiating collective agreements, and designing employee relations policies grounded in labor law. Learners leave equipped with transformational leadership tools to build proactive, trust-based workplace relationships. As a result, participants can confidently lead IR and ER functions within their organizations. Gentex Training Center designed this course to help professionals turn traditional workplace relations into forward-looking, partnership-driven practices.

FAQs

Q1 What is the "Transformational Industrial (IR) and Employee Relations (ER)" course about?

This course covers how to manage workplace relationships through structured industrial and employee relations practices. It introduces grievance handling, collective bargaining, and labor law compliance frameworks that help professionals build fair, transparent workplace relations.

Q2 What are the key benefits of the "Transformational Industrial (IR) and Employee Relations (ER)" course?

Participants learn to reduce workplace conflict, strengthen trust between management and employees, and improve compliance with labor law requirements. These benefits help organizations build more stable, productive, and legally sound workplace relationships.





Q3 What skills will I gain from the "Transformational Industrial (IR) and Employee Relations (ER)" course?

Learners gain skills in grievance resolution, collective bargaining negotiation, employee relations policy design, and transformational leadership application. These four skills prepare participants to manage complex workplace relations challenges confidently.

Q4 What tools, methods, or standards are covered in the "Transformational Industrial (IR) and Employee Relations (ER)" course?

The course covers labor law compliance frameworks, structured grievance procedures, principled negotiation techniques, and collective bargaining agreement analysis. These frameworks give participants a standardized, legally sound approach to workplace relations management.

Q5 How is the "Transformational Industrial (IR) and Employee Relations (ER)" course applied in real-world practice?

Professionals apply these techniques when resolving employee grievances, negotiating union agreements, or managing organizational restructuring. Practitioners use transformational leadership approaches to shift adversarial workplace dynamics into cooperative, partnership-based relationships.