

# Collective Bargaining strategies and skills - A Practical Approach.

18 November 2022 09:30 AM - 18 November 2022 05:00 PM

## Brief Overview:

Collective Bargaining is a significant feature of Industrial Democracy. Collective Bargaining is not a one off event meant only for arriving at settlements on “Wages and productivity; bonus or work norms for new products.

Collective bargaining is a dynamic and continuous process , deeply rooted on Trust and understanding for mutual coexistence .CB is a Voluntary process to resolve issues with mutual understanding on a continuous basis for a long term relationship. CB is regulated by an inherent liking for Collaboration to secure a quality life for employees and continual growth for the Enterprise. Learning and mastering relevant skills and strategies of Collective Bargaining, coupled with knowledge of relevant legal regulations are of immense help to enable Process owners to promote bi lateral and tri - partite agreements for the benefit of Stake holders.

---

## Session content:

- Collective Bargaining a Voluntary Process  
CB is a Relationship building mechanism  
Strategies that enrich CB Process  
Skills that lead to Win - win integrative approach  
Negotiation Process – Role play  
Bilateral Agreements  
Tactics in Negotiation  
Creativity in Settlements.

---

## For Whom:

- Middle Management  
Executives and other  
functional areas in  
Manufacturing
-

## Key Takeaways:

Integrative and Distributive types of Negotiation.  
Need for mutual understanding with employees, who add to the bottom line.  
Openness in work place, Evolving alternatives for resolving issues.  
Developing tacit understanding, Nurturing opinion makers.  
Behind the stage activities  
Core Strategies to evolve consensus for a Settlement.  
Key skills that are necessary to promote Agreements.  
Ground reality and practical tips for Negotiation.  
Credibility and Predictable behavior.  
Legal framework that govern Settlements under relevant Labour laws.  
Judicial intervention in arriving at and interpreting the legality of a Settlement.  
ROI of a Settlement.  
Phases of Collective Bargaining.  
Essentials of Collective Bargaining  
Tactics in Negotiation

---

## Facilitator profile:

### Mr. Akbar Khan

Akbar Khan, is a specialist in Human resources management, with over three decades of hands on experience in developing people in industries across the country. He has a post graduate degree in Social Work with specialization in Personnel management and industrial relations from the Loyola college, Chennai. He is a master's in counseling psychology and also has a bachelor's degree in Law with specialization in Labour laws. He is a certified NLP Trainer. He was associated with Ashok Leyland for over 29 years in building people skills and strategies, occupied senior positions in HR. An architect of several Bi-partite and Tri-partite productivity-cumwage settlements, he had nurtured leadership among employees and executives. As a passionate Trainer, he has been conducting training programmes on Proactive industrial relations ; Negotiation skills and Strategies ; Conflict management ; Employee Motivation ; Positive Attitude, Disciplining employees ; Employee engagement for Corporate organizations and professional institutes.

He is a resource person for Madras Chamber of Commerce and Industries for executive development programmes and also a visiting Professor for Human Resources at Chennai Business School and GOA Institute of Management.

## Fee Details:

- **Fee Details**
- Member amount : Rs 1800.00- (Including 18%GST)
- Non Member amount : Rs 2250.00- (Including 18%GST)

- Total Member count :