3 Day course on Employee Relations

Description

Employee Relations is a key element of all HR strategies. It is one of the key tools available to managers and HR practitioners. Those organisations who are most effective in their engagement strategies report a 40% lower staff turnover and a 35% increase in productivity.

This event explores these issues and provides a framework to help managers implement effective employee engagement strategies within their organisation. It provides guidance on understanding and applying the leadership role in leading engagement activities and managing the change process. The contribution of effective performance management and Total Reward are explained along with aspects of motivation and organisational design.

Benefits of the Course

By the end of the course you will be able to:

- Understand the strategic context of employee engagement
- Understand the need for clear communication
- Apply the principles of the Employee voice
- How to carry out effective job analysis
- Be able to explain the components that contribute to effective engagement
- Be able to apply change management techniques to support engagement activities
- Understand the strategic impact of organisation design methods
- Build effective employee engagement and relations in your organisation

About the Course

The course is highly participative and interactive. Attendees will share experiences and knowledge through a blend of facilitated discussion, individual exercises, case studies and group activities. It will provide a framework of action points that can be implemented directly into the workplace in any industry.

Day One

Session 1

Understand the strategic context of employee engagement
- The business case for engagement
- The employment rules
- The impact of the changing workplace
- The role of the unions
- Working effectively with unions

Session 2

The challenge of employee engagement
- The warning signs of disengaged staff
- Taking the engagement temperature
- Understanding the drivers of empowerment
- Understanding the drivers of enablement

Session 3

Making the difference in the workplace
- Converting the feedback into action
- The role of the line manager
- The practice of distributive leadership
- Big Bang or Slow Burn approaches to change

Day Two

Session 1

The need for communication and the Employee Voice
- The principles of the Employee voice
- The importance of the feedback loops
- Creating the environment
- Methods and practices of developing communication conduits

Session 2

The role of Performance Management in Employee Engagement
- Impact of Performance Management
- Components of an Performance Management System
- Effective Objective setting
- Why things go wrong

Session 3

Reward and the role in Employee Engagement
- The importance of Pay
- The need for equity
- The changing approach to benefits
- Adopting a total reward approach

Session 4

Retention strategies to keep the best staff
- Retention drivers and strategies
- Strategies for Development
- The attractive organisation
- Practical application

Day Three

Session 1

Building companies for the future
- Principles of Organisation Design
- Principles of Organisation Development
- Understanding reconfigurable organisations
- The role of the Learning Organisation

Session 2

Change Management strategies to support Employee Engagement
- Understanding the essentials of change management
- Concepts of change and the key players
- Essential frameworks for effective change
- Leading a change programme
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Session 3

The leadership role in Engagement and Change
- Leading or Managing?
- The core skills of leadership
- The need for Emotional Intelligence
- Providing inspirational leadership and authenticity
- Embedding and living the values
- Creating alignment and building a movement

Session 4

Transferring the learning
- Capturing your key learns
- Your development plan of Stop, Start, Continue
- Your next steps