



First Select

Advanced Strategies in Employee Relation

Date	Venues	(\$Fees	Book your seat
14 Dec -18 Dec 2025	Dubai	2900	Register Now

Objectives:

By the end of this training course participants will acquire the necessary skills and tools needed for attracting, developing, discovering, motivating and retaining talent and high skilled workforce.

1. A sound understanding of employee relations;
2. An understanding of the industrial instruments governing conditions of employment.
3. Familiarisation with standard leave provisions and entitlements
4. Utilizing situational conflict resolution strategies to improve outcomes
5. Implementing grievance, mediation, and arbitration processes to effectively resolve conflict in both union and nonunion environments
6. Using a formal mediation process to resolve conflict between employees and/or between employees and managers
7. Managing employees with a long-time history of belligerence: Critical strategies to break the pattern of negative behavior
8. Proven strategies for managing employees with poor attitudes to keep them from doing serious damage to morale and productivity: Knowing when you should move toward termination
9. How recognizing and responding to problem behavior can increase retention of good employees, prevent lawsuits, and prevent workplace violence
10. Applying successful tactics for handling these problematic employees: Case studies of a chronic complainer, a poor performer who walks the tightrope, and a workplace bully

Who Should Attend?

- All leaders, directors and managers
- Strategy makers and planners
- HRM managers and decision makers
- Training & Development personnel

Course Outline:

- Employee Relations
- The Award System
- Certified Agreements
- Human Resources Policy Manual Strategic workforce planning; the modern trend
- Recruitment and Selection
- Performance Management
- Career Development
- How to retain knowledge workforce
- Employee development
- Succession planning
- Individual development growth plan
- Key talent identification
- Talent Management, What is it?

- Realities of talent pipeline development
- Talent Developers; Breeders and Blockers
- Talent segmentation
- Aligning strategies, talent, management and performance

Workshop Style:

This will be a participative workshop with a mix of interactive learning sessions, exercises and discussions aimed to provide maximum impact and learning retention for all delegates.



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