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Course Name

Strategic Employee Relations and Workplace Ethics (1)

Sector Name

HR Strategy and Training

Document Type

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Strategic Employee Relations and Workplace Ethics (1)

Course Introduction

As organisations navigate evolving workplace dynamics, developing a strong employee relations strategy in 2026 has become essential for maintaining a productive and engaged workforce. Modern companies face challenges such as hybrid work environments, talent retention, employee engagement, and organisational culture development, making strategic employee relations more important than ever.

An effective employee relations strategy helps organisations build trust between leadership and employees while fostering a positive work environment that supports collaboration, transparency, and workforce wellbeing. By implementing structured policies, open communication channels, and proactive conflict resolution practices, companies can strengthen relationships between management and employees while reducing workplace disputes and turnover.

Corporate leaders and HR teams must focus on employee engagement initiatives, performance management, leadership communication, and organisational culture development to ensure long-term success. Modern strategies also integrate HR analytics, feedback systems, and employee experience management to better understand workforce needs and expectations.

By creating a forward-thinking employee relations framework, organisations can enhance workplace satisfaction, productivity, and

team collaboration, while supporting sustainable growth in an increasingly competitive business environment

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Target Audience

- ✓ Human resources professionals
- ✓ Employee relations specialists
- ✓ HR business partners and generalists
- ✓ Line managers and supervisors
- ✓ Department heads and professionals involved in managing people

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Learning Objectives

- ✓ Define the strategic importance of employee relations and their link to business outcomes
- ✓ Build trust-based relationships between employees and management
- ✓ Recognize and resolve employee conflicts, grievances, and misconduct with professionalism
- ✓ Develop and implement fair disciplinary and performance procedures
- ✓ Integrate ethics, compliance, and respect into the organization's employee relations framework
- ✓ Measure and improve employee relations practices through data and feedback

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Course Outline

✓ DAY 01

Foundations of Employee Relations Strategy

- ✓ Understanding employee relations in the modern workplace
- ✓ Aligning employee relations with organizational culture and HR strategy
- ✓ Key responsibilities of HR and line managers in managing relations
- ✓ The employee experience lifecycle and its impact on engagement
- ✓ Identifying early signs of employee dissatisfaction
- ✓ Workshop: Diagnosing the root causes of workplace tension

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Course Outline

✓ Day 02

Workplace Ethics, Fairness, and the Psychological Contract

- ✓ Ethics, values, and respect in employee relations
- ✓ Defining and sustaining a culture of integrity and inclusion
- ✓ The psychological contract and employee expectations
- ✓ Ethical dilemmas and conflicts of interest in the workplace
- ✓ Creating and communicating a fair workplace code of conduct
- ✓ Activity: Group discussion on ethical gray areas

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Course Outline

✓ Day 03

Handling Complaints, Grievances, and Investigations

- ✓ Understanding formal vs. informal complaints
- ✓ Structuring an effective grievance resolution process
- ✓ Conducting objective workplace investigations
- ✓ Protecting confidentiality, neutrality, and due process
- ✓ Legal and reputational risks in poor complaint handling
- ✓ Simulation: Investigating a workplace harassment complaint

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Course Outline

✓ Day 04

Managing Performance and Disciplinary Issues

- ✓ Identifying poor performance, misconduct, and behavioral issues
- ✓ Progressive discipline: from coaching to corrective action
- ✓ Legal compliance and documentation essentials
- ✓ Managing difficult conversations and disciplinary meetings
- ✓ Handling emotional or resistant employees
- ✓ Role-play: Delivering a performance warning or termination notice

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Course Outline

✓ Day 05

Measuring, Reporting, and Sustaining Healthy Relations

- ✓ Metrics and KPIs to assess employee relations health
- ✓ Using employee feedback, surveys, and exit interviews
- ✓ Developing an employee relations dashboard
- ✓ Continuous improvement in employee relations practices
- ✓ Building a proactive ER strategy for the future
- ✓ Final workshop: Designing a customized ER action plan

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Jan. 18, 2027	Jan. 22, 2027	5 days	4250.00 \$	UAE , Dubai
Aug. 17, 2026	Aug. 21, 2026	5 days	4250.00 \$	UAE , Dubai
Oct. 26, 2026	Oct. 30, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
June 7, 2027	June 11, 2027	5 days	4950.00 \$	England , London

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