

Collaborative Enterprise Negotiation Planning

Do you know how to plan for and negotiate in an interest based negotiation setting to ensure a commercially viable outcome?

The program is aimed at supporting management representatives in embarking on enterprise bargaining under the Fair Work Act using a collaborative negotiation model (also known as interests based negotiation model). Detailed planning for enterprise bargaining allows negotiators to take control of the negotiation process and ensure open and effective communication to employees to keep them informed of content and progress. Preparation allows the business to ensure momentum in the negotiations and prevent protracted sagas by using the tools available. The program prepares participants by giving them a sound footing and confidence in understanding the landscape and different bargaining models, and, applying a framework for strategic planning prior to commencing bargaining. It also broadens participant's repertoire of negotiation tactics and skills in consultation and bargaining.

This practical program includes:

Requirements under the Fair Work Act in relation to the agreement making process

What are the different bargaining models. What is the bargaining process – including the phases of negotiations

How to deal with difficult negotiating parties

Consideration of the business landscape

Diagnosis of Interests and Needs

Strategic Planning for Enterprise Agreements

Developing a communication strategy

What are position papers

Knowing where and how to move in the negotiation – negotiation tactics

Develop a process map for negotiations

Duration: Two days

Who should attend: Management representatives involved in enterprise negotiations and Strategic Management teams (or representatives of) with responsibility for enterprise negotiation outcomes

Venue: This program runs in-house

Learning Outcomes:

At the conclusion of this program participants will be able to:

- Understand the requirements and opportunities under the Fair Work Act
- Choose the most appropriate bargaining model
- Develop a strategic plan for negotiations
- Set a process map for the move negotiations
- Develop a communications plan for the negotiations
- Move between skills negotiating skills