

10 AM – 1 PM ET, DAILY

# FUNDAMENTALS OF GLOBAL EMPLOYEE & LABOR RELATIONS

## DAY ONE – GLOBAL EMPLOYEE RELATIONS 101

- ❖ **Quick quiz:** What do you know?
- ❖ **Key concepts in understanding and managing Employee Relations across borders:** Regulation, representation, and reality; Power, rights, and control; Maturity and immaturity; Culture; Internal and external risk.
- ❖ **Universal Principles of successful employee relations management:** Guiding principles that apply the world over and the universality of human nature.
- ❖ **The Global framework:** Who and what makes up the global framework for employee relations? International unions, activist NGOs, The ILO and the United Nations

## DAY TWO – AROUND THE WORLD IN 180 MINUTES

- ❖ **Quiz on day one:** What did we learn?
- ❖ **Understanding your boss and your peers:** Decoding employee relations in the United States, Europe and the rest of the world ... what it means for you and your role.
- ❖ **Hot countries in Europe, MEA, LATAM and APAC:** Germany, France, Mexico, Brazil, Japan, China, Sub Saharan Africa, Poland and the UK
- ❖ **Key issues globally:** Pay equity and transparency, DE&I, ESG and the supply chain, shareholder pressures, wars and crises and a new union activism.

## DAY THREE – LOOKING FORWARD

- ❖ **Employee Relations through the lens of Gens X, Y and Z and A:** A #walkout - the emergence of collective employee voice without unions; the influence of social networks; Intended and unintended activists; Clicktivism, apptivism, E-mocracy, pop up protests and other new concepts; Managing grievances and escalations in a modern world.
- ❖ **Productivity:** Where is the next big productivity wave coming from. The employee relations issues around managing AI in the workplace
- ❖ **Corporate Campaigns:** Real-life horror stories; the players; the issues; the anatomy of a corporate campaign; and keeping your company out of the headlines.
- ❖ **Looking around corners – using data and assessing risk:** Developing a country risk map; and predicting changing employee relations risk at the site level. With working tools to take away.