



“ LR practitioners looking for an intensive, comprehensive workshop to sharpen your negotiations skills and better prepare you for bargaining should not miss this. The facilitators are engaging and knowledgeable, the material fresh and practicable. The sessions are interactive and the negotiation and bargaining are innovative, valuable and entertaining. One of the best workshops I’ve ever attended.

Maynard Witvoet – Employee Relations Manager, UBC ”

“ Great workshop. It will definitely be an asset at the bargaining table. ”

Bob Gilowski – Vice President Operations, VSA Highway Maintenance Ltd.

“ If you are collective bargaining, this workshop is a must. It is very different than other courses out there. I truly gained new skills and abilities. Excellent workshop, great facilitators, an enjoyable learning experience. ”

Carolynn Ryan – Director LR, WorksafeBC

2010 WORKSHOP

Intensive Collective Bargaining Workshop

Workshop Overview:

- How we negotiate vs. what we negotiate
- What we mean by “Negotiation”
- Negotiation timeline - pre-negotiation & preparation
- Getting clear on outcomes + objectives
- Using personal negotiation style
- Discovering the true needs of the other side
- Managing the environment of the negotiation
- Negotiation practice and debriefing
- Introduction to strategic language and questioning
- Verbal and non-verbal communication
- Managing tactics & counter tactics
- Controlling the power balance
- Gaining and pacing concessions / breaking impasse
- Preparation of collective bargaining cases
- Pacing negotiations - managing critical phases
- How to use questions to influence
- Mock collective bargaining negotiation
- Question practising
- Dealing with the media and the public
- Negotiation cases practices/rehearsal
- Designing and testing strategic options

What you will learn:

- Understanding strategic planning and positioning
- How to manage timing and the negotiation timeline
- Understanding the other party’s needs
- Framing the negotiation and anchoring
- Managing the internal negotiation
- Effective questioning skills and strategies
- Managing style - when to cooperate/compete
- Managing the environment and climate

Who should attend:

- Chief negotiators
- HR / LR professionals
- Managers, anyone in collective bargaining

Details:

June 6 – 9, 2010
Delta Whistler Village Suites
Whistler, BC

Fee: \$ 3,195 + GST
Includes: hotel, all meals, materials

Early Bird Special: \$2,995 + GST
Before April 16, 2010



Business Council of
British Columbia

in cooperation with

pre-th!nk
inc



Neil C Patton

Neil Patton is the President of Pre-th!nk Inc. Pre-th!nk focuses on helping organizations and individuals improve their negotiation capabilities and outcomes. For the past 15 years Mr. Patton has functioned as negotiator, negotiation strategist, and trainer. He has advised across a wide diversity of organizations ranging from from the military to large mining companies in both the public and private sectors. Mr. Patton has an Economics and Philosophy degree from Queen's University and a Masters degree in Industrial Relations from the University of Toronto.



Gary Moser

For the past 30 years Gary Moser has been involved in labour relations in the public sector. Mr. Moser served for 10 years as the Chief Negotiator for the B.C. Government, the Deputy Minister of Municipal Affairs, the CEO of the Public Sector Employers Council (the B.C. Public sector mandate approving organization). For 10 years, Mr. Moser held the position of CEO of the Health Employers Association of B.C. (B.C.'s health sector negotiating organization responsible for negotiations with healthcare workers, nurses, technical staff and B.C.'s physicians). For the past two years Mr. Moser has been working as a Labour Relations consultant with public and private sector clients.

Registration

www.pre-think.com/events.php

or call 604-916-9945