

" I highly recommend this valuable workshop on collective bargaining. The facilitators take you beyond the obvious and the general, to offer practical and specific concepts, strategies and approaches which can easily tailored to each specific set of negotiations. Their comprehensive approach is well suited to both the experienced negotiator and those new to the table. Their experience and knowledge – as well as their sense of humour – helps make it all possible! "

~ Fran Watters - Director, Faculty Relations, University of British Columbia

" The ability to negotiate a successful collective agreement is critical to the sustainability of our non-profit society. This bargaining workshop is an intense, solid and practical way to achieve just that. I appreciated the group work wrestling with realistic scenarios, especially the final mock negotiation that held all the angst and suspense of a real bargaining scenario. The facilitators handled the tough questions and group dynamics that inspired confidence in their abilities. "

~ Pat Frouws - Executive Director, SFU Childcare Society

2012 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 3 - 6, 2012
Delta Whistler Village Suites
Whistler, BC

Fee: \$ 3,395 + HST
Includes: hotel, all meals, materials

Early Bird Special: \$3,095 + HST
Before April 3, 2012



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 18 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 several 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