

PRESENTING

the following Labour Relations training programs geared "to develop more positive working relationships" between the primary parties

New



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- ◆ ***"Mutual Gains Bargaining"*** - This program outlines how to avoid the confrontational problems of traditional bargaining. It focuses on constructive approaches to addressing conflicting goals through interest based or principled bargaining techniques.
- ◆ ***"Building Relationships One Resolution at a Time"*** - Grievance Arbitration is a notoriously expensive and ineffective way to resolve labour management problems. Our traditional approaches to these processes are also damaging to our relationships. This program focuses on how to handle grievances *"faster..... better.... and cheaper!"*
- ◆ ***"Human Resources are our Most Important Resource"*** - Many organizations say it but how many live it? This program focuses on transforming our traditional approaches to people, processes and policies in organizations to create positive and more humanistic workplaces.

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The above training programs have been developed and conducted by Bob Pruden who has recently joined Hill Advisory Services as an Associate. Bob has worked in the Human Resources field for over 25 years in both the private and public sectors - specializing in Labour Relations. He has extensive experience in cooperative labour management approaches to negotiations, change management and alternate dispute resolution (ADR) processes including: mediation; conciliation; mediation-arbitration; final offer selection (FOS); neutral opining, etc.

Bob's education experience includes developing and teaching Labour Relations and Conflict Resolution courses at the Universities of Manitoba and Winnipeg. He has also conducted Joint Labour Management training sessions throughout Canada, the United States and most recently, in China.

*For additional information about an in-house session for your staff contact Cam Hill:
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