



Vrije Universiteit Brussel

| BRUSSELS DIPLOMATIC ACADEMY

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The Brussels Diplomatic Academy kindly invites you to

Master Class

How to Cooperate with National and International Employee Representative Bodies for HR and Non HR Professionals

- A. A short overview of employee representation types and interactions
- B. Planning a negotiation strategy
- C. Collective bargaining case studies

AUDIENCE

The course is aimed at:

- HR professionals acting as management representatives in social dialogue
- Line Management responsible for successful implementation of change and achieving results with employee representative bodies.

ADDED VALUE

The lecturer guarantees a comprehensive overview of successful roles in the labour relations environment

CONTENTS

Short overview:

- Work councils
- Models & cultures in HR
- Current trends
- Strategic HR: More than just negotiating

Real life cases of negotiations with international employee representative bodies.

FACULTY

Alexandra Nagels, Managing Partner of Perspective Management Services

Based on her cross cultural experiences and over 25 years of hands-on experience in international management Mrs. Alexandra Nagels will share her insights regarding successful cross cultural communication.

With her company Perspective Management Services, she supports universities and companies to work efficiently within cross cultural environments.

She coaches executives and professionals with different nationalities, located all over the world.

Bart Vanderkerken, ex VP HR at Campbells Europe

Has over 25 years of experience, both as a subject matter expert in industrial relations and as an HR generalist, in companies like FMC, Kraft International, C&A Europe, Colgate Palmolive and Campbell's. Throughout his career he has worked in diverse industrial and non-industrial business environments and has a proven track record of successful contributions to long lasting business results, based on a well integrated strategic labor relations approach.

LEARNING OBJECTIVES

By the end of the course, the participants should be able to:

- understand different types of employee representation such as work councils/safety committees and other employee representative groups of interactions (information-consultation-negotiation)
- understanding different types aligned with business strategy
- build a labor relations plan
- comprehend the difference between intuition based bargain and strategic negotiation planning and execution

The working language of the course will be English.

COURSE MATERIAL

Before the start of the course, a syllabus compiled by the lecturer will be handed over to the participants.

CERTIFICATION

Participants to the master class will receive a certificate of attendance from the Brussels Diplomatic Academy of the Vrije Universiteit Brussel.

TIMING AND LOCATION

Dates:

14 October 2014, from 13.00 to 18.00.

Location:

Vrije Universiteit Brussel, Pleinlaan 5, Karel Van Miert Building, Room 'Lisbon', Level -1.

It is building number 5 on the campus plan that can be downloaded at <http://www.vub.ac.be/english/infoabout/campuses/etterbeek.html>.

A description on how to find the campus is available on <http://www.vub.ac.be/english/infoabout/campuses/index.html#etterbeek>.

Free parking facilities are available on the campus in front of the building. A bar code gives access to the campus via campus entries 6 or 13 (see the red arrows on the campus plan).

The scanner for the bar code is situated under the intercom.

A few days before the start of the event, participants will receive a bar code giving access to the parking.

METHOD OF PAYMENT AND CANCELLATION

Fees:

The fee for this master class is 375 EUR.

VAT Settlement: exempted from VAT: Art 44 § 2, 4° of the VAT code.

The above prices include the registration fee and all material relating to the "How to cooperate with national and international work councils" master class, as well as the coffee breaks for the duration of the event and the networking reception.

Hotel accommodation is not included in the registration fees.

Flemish companies can make use of the "KMO-portefeuille": www.beaweb.be (Admission number BDA for "Training": DV.O211124).

Payment:

Attendees are requested to pay by bank transfer only, upon receipt of invoice. Confirmation of registration and practical information will be sent only after receipt of payment.

Cancellations:

Cancellations can only be accepted if received in writing to bda@vub.ac.be by 30 September 2014. Fees (less 25 euro administrative charges) will then be refunded. After this date, delegates will be liable for the full fee.

In case of cancellation, a substitution between members of the same company is still possible at any time.

REGISTRATION

To register for this master class, please fill in the online registration form available on www.brusselsdiplomaticacademy.be.

