



HUMAN RESOURCES AND TRAINING

Employee and Government Relations

Course code: HRT-053

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Strong employee and government relations are essential for maintaining compliance, building trust, protecting organizational reputation, and creating a positive workplace culture. Organizations must effectively manage employee concerns while meeting regulatory requirements and maintaining constructive relationships with external authorities. This course provides participants with practical tools to strengthen employee relations, navigate compliance matters, improve communication, and resolve workplace issues professionally.

Why Attend

This course uses an interactive and practical approach through presentations, case studies, group discussions, role plays, negotiation exercises, scenario workshops, and real workplace examples.

Who Should Attend

HR Professionals
Employee Relations Officers
HR Managers
Compliance Officers
Government Liaison Staff
Department Managers
Anyone involved in workforce relations and

— Learning Objectives

- Understand the principles of employee and government relations
- Strengthen employee trust, engagement, and workplace communication
- Improve compliance with labor and employment regulations
- Manage interactions with regulatory authorities professionally
- Apply negotiation and dispute resolution techniques
- Build crisis communication readiness
- Promote diversity, ethics, and positive workplace culture
- Develop strategies for talent retention and employee development

Course Outline

DAY
1

Building Strong Employee Relations Foundations

- Principles and importance of employee relations
- Employment regulations and workplace standards
- Creating trust and engagement among employees
- Role of HR in managing employee relationships
- Preventing common workplace disputes
- Workshop: reviewing employee relations scenarios

DAY
2

Government Compliance and Regulatory Management

- Understanding the role of regulatory authorities
- Meeting labor law and employment obligations
- Workplace health and safety compliance practices
- Data privacy and employee information protection
- Preparing for official reviews and inspections
- Case examples of compliance successes and failures

DAY
3

Strategic Communication and Advocacy

- Communicating effectively with employees and stakeholders
- Building advocacy and influence strategies
- Crisis communication in employee matters
- Public speaking and executive communication skills
- Managing sensitive workplace messages
- Group exercise: designing an internal communication plan

DAY
4

Negotiation and Workplace Conflict Resolution

- Core principles of negotiation and collective discussions
- Mediation techniques for workplace conflicts
- Working with unions and employee representatives
- Managing grievances and escalation procedures
- Building collaborative resolutions
- Role play: conducting a negotiation meeting

DAY

5

Creating a Positive and Sustainable Workplace Culture

- Corporate responsibility and workplace ethics
- Diversity, inclusion, and equal opportunity practices
- Employee growth and career development pathways
- Retention strategies for valuable employees
- Building long-term engagement and loyalty
- Final discussion: best practices in employee and government relations

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Amsterdam - Netherlands	€2,125
12 - 16 October 2026	London - United Kingdom	€1,925
9 - 13 November 2026	Barcelona - Spain	€2,125
16 - 20 November 2026	London - United Kingdom	€1,925
7 - 11 December 2026	Barcelona - Spain	€2,125
14 - 18 December 2026	Istanbul - Türkiye	€1,925
21 - 25 December 2026	Amsterdam - Netherlands	€2,100
4 - 8 January 2027	London - United Kingdom	€2,100

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.