

# Three-day intensive, hands-on strategic collective bargaining workshop

pre-th!nk  
inc

led by Neil Patton and Neil Gold

START **2:00 p.m. Sunday October 3, 2021**  
FINISH **12:00 p.m. Wednesday October 6, 2021**  
Delta Hotel – Whistler, BC

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**Regular Fee \$3,800**  
per person full rate *August 17 and beyond*

**Super Early Bird \$2,495**  
first 8 registrants and *before August 17th*

**Early Bird Pricing \$2,995**  
for 9th registrant and beyond and *before August 17th*

**Includes:** all meals, accommodations and materials  
(Travel to and from Whistler at individual's expense)  
As we will be practising extreme caution and prudence  
due to Covid 19 we are restricting attendance  
to 20 well-spaced participants, first-come first served.

*“An engaging workshop for both honing  
fundamental negotiation skills and embedding  
strategic thinking in your collective bargaining.  
Highly recommended for newcomers  
and veterans alike”*

**Carolynn Ryan**

BC Hydro VP People & Chief Human Resources Officer

## Refunds

1. If health authorities declare an emergency or lockdown etc. due to Covid-19, all registrants will receive a 100% refund.
2. Cancellations that are not related to Covid-19 declarations under **#1.** above **and** which occur before September 17th will be refunded their full fee less \$300.
3. There will be no refunds after September 17th, except in accordance with **#1.** above.
4. Participant substitutions are permitted.

## Covid-19 Rules and Practices

1. **All participants must be fully vaccinated to attend. Proof of vaccination and 14 days since final injection will be required. No exceptions.**
2. Both workshop leaders are fully vaccinated.
3. Best practices and current provincial Covid-19 guidelines (e.g., masking, respecting social distancing, food and beverage handling, etc.) will be practised.

## Who Should Attend?

### This workshop is for those with key roles in collective bargaining.

- chief negotiators
- collective bargaining team members
- hr/lr, finance, communications and other practitioners involved in collective bargaining, supporting negotiations
- senior leaders and executives supporting and accountable for collective bargaining

## Participants' Take Aways

- develop a strategic thinking and planning model for negotiations
- enhance confidence of the bargaining team
- establish a common framework, language, and tools to imbed strategic thinking throughout collective bargaining
- anticipate and prepare for the other party's likely approach, strategy, and tactics
- develop principles and framework for a strategic communication plan
- enable critical review of negotiation patterns and behaviours and their relative value in negotiations
- align with senior leadership and the bargaining team around a strategic negotiation plan that is understood and supported widely by all stakeholders within your organisation

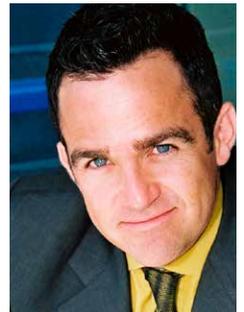
## What's Covered

- negotiating
- focus on **how** we negotiate versus **what** we negotiate
- getting clear on outcomes: matter - means - relationships
- how to manage the internal negotiation
- strategic communications, before, during, and after collective bargaining
- testing key assumptions, core beliefs
- managing the timeline - pre-negotiation and preparation
- basics of interest-focused negotiations
- identifying the needs of the other party and your real needs
- differentiating between positions and interests
- viewing issues from the other party's perspective
- understanding and managing personal conflict styles
- developing a mandate, team roles, protocol agreements
- identifying and managing tactics and counter tactics
- concessions and breaking impasse
- pacing of negotiations and the critical stages/phases
- using questions to gain information, understanding and influence

**Neil Gold** has been teaching dispute resolution and negotiation for 35 years. He has degrees in English and Law. While provost and vice-president, academic at the University of Windsor he participated in and led collective bargaining. He has developed and delivered negotiation, mediation, and settlement conferences training for a variety of professionals including, lawyers, judges, and executives in Asia, Australia, across Canada, the Caribbean, New Zealand, South America and the UK. Neil Gold and Neil Patton have been co-leading workshops for several years. He is an emeritus professor of law and higher education consultant.



**Neil Patton** is the President of Pre-th!nk Inc. Preth!nk focuses on helping organizations and individuals improve their negotiation capabilities and outcomes. For the past 20 years Mr. Patton has functioned as negotiator, negotiation strategist, and trainer. He has advised across a wide diversity of organizations ranging 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.



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