

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

led by Neil Patton

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inc

START 2:00 p.m. Sunday May 15, 2022
FINISH 12:00 p.m. Wednesday May 18, 2022
Delta Hotel – Whistler, BC

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Regular Fee \$3,900

per person full rate *after March 25th*

Super Early Bird \$2,695

first 8 registrants and *before March 25th*

Early Bird Pricing \$2,995

for 9th registrant and beyond and *before March 25th*

Bonus offer: 1 day consulting for \$695

(regular fee \$1,800 / day) details upon registration

Includes: all meals, accommodations and materials
Travel to and from Whistler at individual's expense.

*“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

Covid-19 Rules and Practices

1. All participants must be fully vaccinated to attend. Proof of vaccination will be required. No registration without vaccination proof.
2. Workshop leader is 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.

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 April 15th will be refunded their full fee less \$300.
3. There will be no refunds after April 15th, except in accordance with #1 above.
4. Participant substitutions are permitted.

Who Should Attend?

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

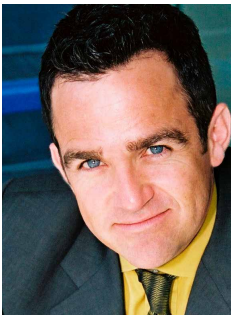
- chief negotiators
- collective bargaining team members
- hr/lr, finance, communications and other practitioners involved in collective bargaining, supporting negotiations
- senior leaders and executives supporting and accountable for collective bargaining

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 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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