

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

led by Neil Patton

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START 2:30 p.m. Sunday Oct 16, 2022  
FINISH 12:00 p.m. Wednesday Oct 19, 2022  
Marriot Delta Whistler Suites – Whistler, BC

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Super Early Bird **\$2,695**  
first 8 registrants and *before August 26th, 2022*

Early Bird Pricing **\$2,995**  
for 9th registrant and beyond and *before August 26th, 2022*

Regular Fee **\$3,900**  
per person full rate *after August 26th, 2022*

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**Bonus offer: 1 day consulting for \$695**  
*(regular fee \$1,800 / day) details upon registration*

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**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 September 15th, 2022 will be refunded their full fee less \$300.
3. There will be no refunds after September 15th, 2022, 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.

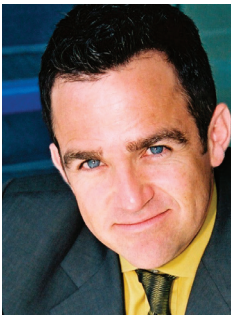
- chief negotiators
- collective bargaining team members
- hr/lr, finance, communications and other practitioners involved in collective bargaining, supporting negotiations
- senior leaders and executives supporting and accountable for collective bargaining

## 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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