



Facilitation Services for Newly Organized Workplaces

ESTABLISHING RELATIONSHIP FROM THE BEGINNING . . .

The campaign is over; the election has been held; the workplace is unionized. Now management and the new union leadership have to figure out how to live together. Why not start out constructively — developing the methods and means to establish a functional relationship from the beginning. Save time; avoid stress; prevent unnecessary detrimental impact on workforce morale and productivity. Make labor relations a resource. Henderson Woods, LLC can help!

→ UNION-MANAGEMENT RELATIONSHIP BUILDING OFF-SITES

This two-day off-site guides the parties through a facilitated process to develop shared expectations for an ideal working relationship that both sides mutually define and can reasonably live with.

→ INTEREST-BASED BARGAINING FOR FIRST CONTACT NEGOTIATION

Frame negotiation as joint problem-solving. Let Henderson Woods, LLC train new negotiators to apply an interest-based approach for innovative outcomes and increased likelihood of compliance in first contract bargaining.

→ UNION-MANAGEMENT COMMITTEE PROCESS DESIGN

In an era of competition, increasing costs and rapid change, both union and management share an interest in improving workplace operations to enhance effectiveness and issue resolution. Henderson Woods, LLC can assist union and management leadership to design a process to address non-contractual issues of mutual interest.

TRAINING & FACILITATION SERVICES

Henderson Woods, LLC offers neutral facilitation and training services delivered on-site and customized to suit unique needs of each newly organized workplace. Our experienced facilitators understand labor relations and skillfully assist union and management leadership to explore new working relationships through interactive, reflective engagement. First contract negotiation is a critical time in establishing the patterns that will influence the future. Conflict is expensive. It wastes resources and talent as each party attempts to force the other to yield to its position and imposes collateral damage. Explore the alternatives with Henderson Woods, LLC

New Skills & Techniques

- Create problem-solving from conflict
- Learn the IBB process together
- Start out communicating effectively
- Craft outcomes that work for all sides
- Create resource from relationship



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