

## CHANGE AT WORK: *Organising to win*

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Designed to be deliberately flexible, this 5-day Residential Course is for

- National Industrial Sector Committee Reps
- National Sector Senior Reps
- Company Combine Committee Reps
- Single Site Senior Reps

Intended so that the participants can come together bonded by a common bargaining base to interrogate

- : their employers' policies and performance
- : the changing contours of collective bargaining
- : the Union's effectiveness at Sector/Company level.

Providing the skills to create and implement

- : organising all employees into the Union
- : sustainable workplace organisation
- : a strategic approach to bargaining
- : tactical imperatives
- : an ACTION PLAN for short, medium and long term.

Studying and teaching will be student-centred with the focus on "doing" through group work, role play and core studies - with reflective time factored into the course to allow each individual space to think.

There will be at least one evening event with a guest contributor – again this is to encourage our participants to put their own experiences and circumstances into the wider context of the community and society in which we have to operate and organise.

### **Learning Outcomes**

- understand Company/Sector structure and decision-making procedures
- know Collective Bargaining
- use Collective Agreements
- determine strategy for future
- develop critical faculties
- implement detailed Action Plans.

“Change at Work” Residential courses are Company/Sector focussed and therefore can only be triggered by the specific National Officer who in concert with the Director of Education will determine the

- : targeted Audience
- : actual detailed syllabus
- : course content and structure
- : documentation and resources
- : measurements of the effectiveness of the event
- : follow up event(s).

So if your Bargaining Committee has an educational need for the “Change at Work” course then contact your National Officer.