

Our Approach to Enabling Partnership Based Labour Relations in the Workplace

Our Philosophy

At a strategic level our passion and experience is about shifting employee relations from the historical adversarial model based on power, rules and rights to a more partnership based approach grounded in relationships, communication and engagement, mutuality of interests, and problem solving. Our experience as well as international research trends show that where a partnership based model is achieved higher levels of productivity result from improved employee engagement.

In addition our experience has shown that the quality of relationships between a company at its organised stakeholders can only be sustained if sufficient emphasis is placed upon ensuring that the quality of relationships between managers and individual employees on the shop floor is equally good.

Our approach to improving stakeholder relationships and employee communication and engagement is to facilitate an open process in which the outcomes are not predetermined except for the goal that the two areas should be substantially improved. The process works as follows:

- Our first role is to raise awareness amongst all stakeholders about the possibility of enjoy different, more collaborative and less adversarial relationships between the Company and its employees.
- Our second role is to discern from stakeholders what they think will improve employee relations both at the level of relationships with organised labour as well as the relationships with between individual employees and managers on the shop floor.. In the process we will share and explain best practice examples
- Thirdly, we help both management and union stakeholders draft a strategy using the information gathered in conjunction with our knowledge and experience of ER.
- Fourthly, we facilitate an outcome whereby all stakeholders are able to engage with the draft strategy and agree and commit to a common strategy and game plan to achieve the desired partnership.

- Finally, we support the implementation of the strategy and the embedding of the necessary competencies and cultures to enable the strategy. We have a comprehensive set of training and coaching programmes to enable this implementation.

We have successfully enabled a number of small and large organisations to transform their labour relations and thus enhance productivity and organisational performance.

CONTACT

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