



## Our workshops attended by:

ABB Maintenance, AFFCO NZ, Air Nelson, Air New Zealand, Airways Corporation, ANZ National Bank, ASB Bank, Asure Quality, Auckland Council, Auckland District Health Board, BP, Bridgestone NZ Ltd, Capital & Coast District Health Board, Career Services, Carter Holt Harvey, Chep NZ, Christchurch City Council, Christchurch International Airport, City Parks Services, Coca-Cola Amatil, Compass Group, Contact Energy, Delta Utility Services, Dunedin City Council, Eagle Air, EziBuy, Fonterra, Genesis Energy, HJ Heinz, Holcim, Hynds Pipe Systems, IAG NZ, Imperial Tobacco NZ, Independent Petroleum Laboratory, Inland Revenue Department, James Hardie, Lincoln University, Lyttelton Port, MetService, Ministry of Education, Ministry of Fisheries, Ministry of Social Development, Mt Cook Airline, North Shore City Council, NZ Fire Service, NZ Police, NZ Refining Company, NZ Symphony Orchestra, Ontrack, Pacific Brands, Pacifica Seafood, Pacific Steel Group, Pan Pac Forest Products, Placemakers, PMP Print, Postie Plus, Progressive Enterprises, Rapak Asia Pacific, Safe Air, Sealord, Siemens (NZ) Ltd, SKYCITY, Spotless Services, State Services Commission, Stevenson Group, TBS Corporation, The Correspondence School, The New Zealand Refining Company, Top Energy, TVNZ, Toll NZ, Tritac Manufacturing, Unilever, Viridian, Vodafone, Wellington City Council, WEL Networks, WPI International.



## Upcoming Workshops for 2012:

### Negotiating with Unions

- 21 & 22 March AUCKLAND
- 9 & 10 May WELLINGTON
- 19 & 20 September CHRISTCHURCH
- 17 & 18 October AUCKLAND

### Advanced Negotiating with Unions

- 18 & 19 July AUCKLAND

Register online or by email.

# Negotiators Toolkit 2012

**29 February 2012 - The Rendezvous AUCKLAND**  
**8.30am - 12.30pm**



**2012 calls for a flexible and pragmatic approach to collective bargaining.**

**Tough local and global economic conditions and a government pushing for employment policy change will further polarise the negotiating parties.**

The answers to the following questions, amongst others, will be essential for your organisation when preparing for bargaining in 2012:

- Highly variable pay settlements will range from 1% to 5% - where do you pitch your offer?
- What influence will the new employment relations changes have on your negotiations?
- Will the ongoing economic hardship result in extreme behaviours - how do you handle this?



## Workshop Content:

### Negotiators Toolkit 2012

Registration 8.00am

Workshop 8:30am - 12.30pm

This key half-day technical seminar will give Senior Executives, Human Resources professionals, Employment Relations specialists, operational and line managers a highly practical overview of what to expect in their employment agreement negotiations in 2012.

- Why will the expected low CPI make negotiations very tough for employers?
- Why have some well-known NZ organisations been targeted for special attention by organised labour? Who are they?
- How do you move away from the old adversarial negotiating model?
- Will growing youth unemployment and social discontent in NZ result in unions broadening their activities?
- New strategies and tactics for getting all your employees to focus on organisational growth and productivity
- The dangers of growing workplace protectionism e.g. cheap imports, outsourcing, jobs for Kiwis, no contractors
- If privatisation and asset sales go ahead, this will result in very tense Employment Relations in some organisations
- Union globalisation and pooling of expertise and resources is already highly advanced in NZ. What impact can this have for your negotiations?
- How do you best deal with the new Eco claims?



## Workshop Leader:

This workshop is led by **Fred Adelhelm** who has more than 20 years of local and international experience as an employment and industrial relations specialist and negotiator. Fred has taught negotiating techniques and applied ER/IR to managers of leading New Zealand and Australian companies.



## Negotiators Toolkit 2012

### Date & Venue

- 29 February 2012 AUCKLAND**  
8.30am - 12.30pm  
The Rendezvous Hotel  
corner Mayoral Drive and Vincent Street

### Register direct by post, phone, email or online

- Post PO Box 105 864, Auckland 1143
- Phone 09-578 1524
- Email [ir.consulting@adelhelm.co.nz](mailto:ir.consulting@adelhelm.co.nz)
- Online [www.adelhelm.co.nz](http://www.adelhelm.co.nz)

### Registration Fee

- Early bird – register and pay by 31 Jan 2012 \$445.00 + GST
- One attendee \$495.00 + GST
- Two or more from the same organisation \$445.00 + GST each

### Method of payment

Full payment must be received 14 days prior to the workshop as numbers are limited

- Direct Credit:** National Bank of NZ  
Account 06 0101 0779308 00  
(please supply details of remittance)
- Cheque:** Payable to Adelhelm & Associates
- Invoice:** Please forward your company's purchase number

### Cancellation

75% refund if written cancellation received 14 days prior to workshop. Substitutions accepted.

