

Training
Course

Balancing Compliance and Connection Modern Employee Relations for Controllers

Course Plan

Introduction

In today's complex business environment, Controllers and HR leaders face the ongoing challenge of maintaining strict compliance with labor laws while nurturing meaningful employee relationships. This course explores the dual responsibility of ensuring organizational accountability and cultivating a culture of trust, communication, and engagement. Participants will learn how to strike the right balance between rules and relationships — integrating compliance frameworks with emotional intelligence and modern HR strategies to create workplaces where both performance and people thrive.

Course Objectives:

- ✓ Understand the strategic role of Controllers in shaping effective employee relations.
- ✓ Interpret and apply key labor and compliance standards in daily operations.
- ✓ Develop balanced approaches that support both compliance and employee well-being.
- ✓ Build constructive communication channels between management and staff.
- ✓ Manage conflicts, grievances, and disciplinary actions with fairness and transparency.
- ✓ Foster a positive organizational culture grounded in ethics and trust.

Who Should Attend?

- HR Controllers and Employee Relations Specialists
- Compliance and Policy Officers
- HR and Administrative Managers
- Team Leaders and Supervisors
- Organizational Development Professionals

Training Methods:

- ✓ Online Video material.
- ✓ Presentation.
- ✓ Live Interactive sessions.
- ✓ Course presenter will make extensive use of all tools that will be needed for the virtual environment.
- ✓ Questions & Answers

Course Outline:

Day One

- The Controller's Strategic Role in Employee Relations
- Understanding Compliance as a Foundation for Trust
- Modern Labor Laws and Ethical Governance
- Building an Employee-Centered Compliance Culture
- Balancing Organizational Policy with Human Sensitivity

Day Two

- Emotional Intelligence in Employee Relations
- Communication Frameworks for Constructive Dialogue
- Conflict Prevention and Resolution Techniques
- Managing Grievances and Investigations with Integrity
- Documentation and Record-Keeping for Compliance

Day Three

- Ethical Leadership in Decision-Making
- Creating Psychological Safety in the Workplace
- Maintaining Fairness and Consistency in Disciplinary Actions
- Managing Employee Performance and Accountability
- Promoting Diversity, Equity, and Inclusion (DEI)

Day Four

- Managing Change and Employee Reactions
- The Role of Transparency in Building Organizational Credibility
- Best Practices in Employee Engagement and Retention
- Handling Workplace Misconduct and Ethical Violations
- Data-Driven Insights for Employee Relations Improvement

Day Five

- Managing Remote and Hybrid Workforce Challenges
- Collaboration Between HR, Legal, and Finance Teams
- Designing Policies that Inspire Connection, Not Fear
- Future Trends in Labor Compliance and Employee Relations
- Developing a Personal Leadership Style that Balances Control and Care

Training Details

Course Duration	5 Days
Pre-Schedule	17 – 21 Nov 2025
Venue	Geneve - Novotel Genève Centre
Training Fees Per Person	KWD 1800 (One Thousand Eight Hundred)
Course Fees Include	✓ Tuition documentation ✓ Curriculum and Training Handout ✓ Five star Lunch ✓ Completion Certificates ✓ Lunch Included