

# Employment Relationship

## Programme Overview

### Summary

A key area of focus for Network Rail is the encouragement and development of strong relationships between managers and employees and mutually amongst co-workers. Highly effective leaders have the capability to establish and maintain strong working relationships and this is key to leading successful, high performing and collaborative teams.

The Employment Relationship masterclass will provide you with valuable insight into the lifecycle of the employment relationship, from 'Attraction' through 'Development' and ultimately through to team members moving on.

You will explore the key leadership skills to build confidence in handling possible conflict situations, whilst still encouraging collaboration and maintaining strong 'Psychological Contract'.

### Style and Approach

This one day fully interactive workshop includes a variety of group activities to work together to discuss and explore real case studies.

You will gain pragmatic insight into the potential pitfalls and receive guidance on how to handle and avoid similar challenging situations in your role.

### Programme Structure

One Day

### Audience

All line managers

### Group size

16 Participants

# Programme Overview

## Preparing for the workshop

Consider personal outcomes from the workshop

## Programme Topics

- Employment Relationships – The Facts
- The Employment Relationship Lifecycle
- Real Case Studies
- Statutory Law Requirements and Protected Characteristics
- Flexible Working
- Common Law and The Psychological Contract
- Handling Conflict
- Mediation
- Next Steps and Personal Action Planning

## Outcomes

- Know what the employment relationship looks like in practical terms. Build knowledge and understanding of the 9 Protected Characteristics and Flexible Working
- Understand how the psychological contract is built or destroyed through day to day actions.
- Recognise that time invested in creating and nurturing the employment relationship has a direct correlation on the number of grievances, disciplinaries, absence and performance issues managers face.
- Improve handling of grievances, disciplinaries, absence and performance issues through a deeper understanding of the benefits and impact of following process and procedure.
- Reduce occurrences of grievances, disciplinaries, absence and performance issues through more accountability of their role as a manager in the employment relationship.

How to Apply:  
You can self-nominate via Oracle.