



# CoSolve

*Facilitating mutual gains*

## Preparation for Bargaining

We encounter many organisations that approach the renewal of their Enterprise Agreements with little consideration of the strategic contribution that their EA can make to the success of their organisation.

Some take the "let's just tick the box and get back to business as usual" approach, missing out on the opportunity to support or reinforce other productivity, safety or improvement initiatives. Many others simply roll into negotiations reinforcing the same rituals of the past with the hopeful expectation of a different outcome.

Everyone recognises that all organisations are under pressure to improve their efficiency and performance. Many are pursuing systems and processes (eg, Lean, Six Sigma, etc) to improve performance but are struggling to reconcile these initiatives with Enterprise Agreements, Fair Work Australia requirements and resurgent workforce representation.

At **CoSolve**, we believe that how you undertake your negotiations will dramatically influence your ongoing workplace relationships and the ultimate success of the organisation. We have developed a simple in-house program to assist organisations to –

- assess the gap between their current EA provisions and their business needs;
- decide what key changes are needed in the next round of EA bargaining;
- consider alternative approaches to negotiations; and
- work out how best to engage with their bargaining counterparts.

The program can include a negotiating skills component, which can be delivered for employer and employee representatives jointly. Joint training helps build understanding and trust (see our webpage [Training for bargaining](#)).

**CoSolve** has been assisting Australia's leading workplaces to excel since 2000. We support our clients to undertake negotiations in a manner that maintains or improves relations between the parties. We help parties to negotiate in good faith, demonstrate genuine respect and create superior business and employee outcomes – ones that are actually implemented.

For more information, or to discuss how **CoSolve** can assist your organisation, contact Ewen McConchie (0419 559 170) or Clive Thompson (0417 063 724) or visit our website [www.cosolve.com.au](http://www.cosolve.com.au).