Course : Labor Disputes: Anticipating, Managing, and Defending

Practical course - 1d - 7h00 - Ref. PHJ
Price : 910 € E.T.

NEW

Labor disputes often stem from HR situations that were not properly anticipated or adequately addressed. This training enables HR professionals to identify high-risk situations, take action during the pre-litigation phase, and understand how labor court proceedings unfold. Through a practical and hands-on approach, participants learn how to analyze a case, gather evidence, and develop an appropriate defense strategy to safeguard HR decisions all the way through to the hearing.

Teaching objectives

At the end of the training, the participant will be able to:

- Identify situations that could lead to labor disputes
- Anticipating Legal Risks Associated with HR Decisions
- Managing a labor dispute from its inception to its resolution
- Developing an Appropriate Defense Strategy
- Ensuring HR Practices Are Secure to Minimize the Risk of Litigation

Intended audience

Human resources professionals, HR managers, in-house counsel, managers, and anyone who is responsible for managing or handling disputes or pre-dispute situations.

Prerequisites

None

Practical details

Teaching methods

A mix of legal presentations, case studies, discussions of best practices, and role-playing exercises.

Course schedule

PARTICIPANTS

Human resources professionals, HR managers, in-house counsel, managers, and anyone who is responsible for managing or handling disputes or pre-dispute situations.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Identifying and Anticipating Labor Disputes

- Identify the main types of disputes: termination, disciplinary action, compensation, harassment, and discrimination
- Identifying Common Mistakes Made by Employers
- Assess situations that pose a risk of litigation

Exercise
Interactive Quiz on Identifying High-Risk Situations in Labor Law

2 Responding to an Emerging Dispute

- Managing Internal Conflict (Reframing, Mediation, Internal Investigation)
- Gather evidence (documentary evidence, witness statements, traceability)
- Ensure that initial HR actions are handled properly to prevent the situation from escalating

Case study
Resolving a Dispute Before It Goes to Court

3 Understanding Labor Court Proceedings

- Understanding How to File a Case with the Labor Court
- Identify the statutes of limitations and procedures for filing a claim
- Follow the steps of the procedure (mediation, referral, judgment)
- Analyze the roles of the various parties involved (attorney, union representative)
- Incorporating the Rules of Evidence in Labor Court Proceedings

Case study
Analysis of an actual litigation case.

4 Developing an Effective Defense Strategy

- Analyze the strengths and weaknesses of a case
- Assess the financial risk (compensation, labor court guidelines)
- Prepare the defense in advance of the hearing
- Organizing Legal Arguments

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

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Dates and locations

REMOTE CLASS
2026 : 16 Dec.

2027 : 19 Mar., 21 June, 17 Sep., 13 Dec.

PARIS LA DÉFENSE
2027 : 12 Mar., 14 June, 10 Sep., 6 Dec.