LUMINOUS
HR LEADERSHIP ACADEMY

COHORT · DEC 2026

LIVE ONLINE CERTIFICATE COURSE

Advanced Labour Relations

Certificate Course

Canadian labour relations, collective bargaining, grievances, discipline, investigations and career advancement — taught live by senior practitioners who lead this work every day.

5 Saturdays · December 5, 2026 – January 9, 2027

15	15	15	3
MODULES	HOURS LIVE	HRCI CPD HOURS	PRACTITIONER FACULTY

TAUGHT BY



Imole Ashogbon
Ambrose University



Olajide Osuntubo
General Motors Canada



Adeleke Adesuyi
Port of Vancouver

The collective agreement tells you the rules. This course teaches you what to do when the situation isn't straightforward.

Five live Saturdays that combine Canadian labour relations fundamentals, collective bargaining, grievance management, workplace investigations, strategic labour relations and practical career advancement — built around the decisions HR professionals actually face in unionized workplaces.

THREE KINDS OF VALUE IN ONE COURSE

Technical labour relations knowledge

Legislation, labour boards, certification, bargaining, agreement interpretation, grievances, arbitration and just cause.

Practical decision-making capability

A bargaining simulation, disputed contract language, a misconduct investigation and an executive advisory case.

Career advancement

Repositioning your HR experience, résumé and LinkedIn, interview preparation and an individual career positioning plan.

DESIGNED FOR

- **HR generalists and coordinators** building labour relations capability
- **HR business partners and managers** advising leaders in unionized settings
- **Employee and labour relations professionals** sharpening their practice
- **Internationally trained HR professionals** learning the Canadian framework
- **Aspiring labour relations specialists** planning a career move

HOW IT RUNS

01 Live, online and instructor-led

02 Five Saturdays, three hours each

03 Recordings and tools on your dashboard

04 No prerequisites

Five Saturdays. Fifteen modules. One clear path.

Dec 5
WEEK 1

Foundations of Labour Relations and the Unionized Workplace

Building the knowledge and confidence to operate effectively in a unionized environment.

Modules 1–3

Dec 12
WEEK 2

Collective Bargaining, Negotiation and Agreement Administration

Understanding how collective agreements are negotiated, interpreted and implemented.

Modules 4–6

Dec 19
WEEK 3

Grievance Management, Discipline and Workplace Investigations

Developing the judgment and technical skills required to manage complex employee relations matters.

Modules 7–9

Dec 26

Holiday break · No class

Jan 2
WEEK 4

Strategic Labour Relations, Conflict Management and Emerging Challenges

Moving beyond compliance to proactive labour relations leadership.

Modules 10–12

Jan 9
WEEK 5

Advanced Practice, Career Positioning and Professional Growth

Consolidating practical skills while preparing for greater career opportunities.

Modules 13–15 · Certificate

WEEK 1

SATURDAY, DECEMBER 5, 2026

Foundations of Labour Relations and the Unionized Workplace

Building the knowledge and confidence to operate effectively in a unionized environment.

M1	**Canadian Labour Relations Framework**	Legislation, labour boards, union structures, and employer obligations
M2	**Union Organizing and Certification**	Certification processes, bargaining units, unfair labour practices, and management responsibilities
M3	**Operating in a Unionized Workplace**	Management rights, union rights, employee representation, and the role of HR

Practical application: Navigating common HR decisions before and after union certification.

WEEK 2

SATURDAY, DECEMBER 12, 2026

Collective Bargaining, Negotiation and Agreement Administration

Understanding how collective agreements are negotiated, interpreted, and implemented.

M4	**Collective Bargaining Fundamentals**	Preparation, bargaining mandates, proposals, costing, and negotiation strategies
M5	**Negotiation Techniques and Dispute Resolution**	Interest-based versus positional bargaining, impasse, mediation, strikes, and lockouts
M6	**Collective Agreement Interpretation and Administration**	Management rights, seniority, scheduling, overtime, benefits, and past practice

Practical application: Collective bargaining simulation and interpretation of disputed contract language.

WEEK 3

SATURDAY, DECEMBER 19, 2026

Grievance Management, Discipline and Workplace Investigations

Developing the judgment and technical skills required to manage complex employee relations matters.

M7	**Grievance Handling and Arbitration**	Grievance procedures, timelines, evidence, settlements, and arbitration preparation
M8	**Progressive Discipline and Just Cause**	Corrective versus disciplinary action, proportionality, mitigating factors, and discharge decisions
M9	**Workplace Investigations in Unionized Environments**	Procedural fairness, representation rights, interviews, documentation, and findings

Practical application: Investigating an employee misconduct allegation and developing a defensible grievance response.

SATURDAY, DECEMBER 26 · HOLIDAY BREAK · NO CLASS

WEEK 4

SATURDAY, JANUARY 2, 2027

Strategic Labour Relations, Conflict Management and Emerging Challenges

Moving beyond compliance to proactive labour relations leadership.

M10	**Labour–Management Relationships**	Joint committees, union engagement, trust-building, and conflict prevention
M11	**Managing Complex Labour Relations Challenges**	Absenteeism, accommodation, restructuring, layoffs, technological change, and workplace conflict
M12	**Strategic Labour Relations and Risk Management**	Labour relations metrics, workforce planning, emerging legal issues, and advising senior leadership

Practical application: Advising an executive team on a proposed organizational change with union implications.

WEEK
5

SATURDAY, JANUARY 9, 2027 · SIGNATURE WEEK

Advanced Practice, Career Positioning and Professional Growth

Consolidating practical skills while preparing participants for greater career opportunities.

M13	**Advanced Labour Relations Case Studies**	Complex grievances, difficult negotiations, ethical dilemmas, and strategic decision-making
M14	**Building Influence as an HR and Labour Relations Professional**	Executive advisory skills, stakeholder management, influencing decisions, and communicating risk

M15 **Labour Relations Career Advancement and Job Search Strategies**

SIGNATURE MODULE

Transitioning into labour relations, repositioning HR experience, résumé and LinkedIn optimization, interview preparation, and positioning for senior HR/LR opportunities

Practical application: Final case simulation and development of an individual Labour Relations Career Positioning Plan.

LEAVE KNOWING HOW TO POSITION YOURSELF FOR

- Labour Relations Advisor
- HR Business Partner
- Employee Relations Manager
- Labour Relations Manager
- Senior HR / LR roles



GRADUATE STORY

"Attending Luminous Academy's Advanced Labour Relations training was a turning point. The course was informative, practical and hands-on. Just a few weeks after completing the training, I received a job offer."

Funmilola Falodun · Senior Advisor, Labour Relations, Vancouver School Board

Individual outcomes depend on experience and circumstances, and are not a promised result of the course.

Practitioners who lead this work every day.



Imole Ashogbon LEAD FACULTY

MBA · CPHR · SHRM-SCP · GPHR · CCMP

Director, Human Resources & Labour Relations, Ambrose University

An HR and labour relations leader with more than 16 years of experience, Imole leads human resources at Ambrose University and teaches HR at the University of Calgary. An organizational psychologist and HR educator, his practice spans collective bargaining, grievance management, workplace investigations and organizational change across multiple industries.



Olajide ‘Jide’ Osuntubo FACULTY

ACIPD

General Director, Human Resources & Labour Relations, General Motors Canada

Jide brings more than 15 years of progressive HR leadership across multinational organizations including Unilever and Mars Wrigley, with senior roles spanning East and West Africa and Canada. Before joining General Motors in 2024 he was People & Organization Director at Mars Wrigley. He holds degrees in Economics from Covenant University and in Economics and Finance from Loughborough University, UK.



Adeleke ‘Leke’ Adesuyi FACULTY

LLB · BL · LLM · GPHR · CPHR

Manager, Employee & Labour Relations, Port of Vancouver

A human resources leader with a strong legal foundation and 17 years of experience across several industries, Leke leads employee and labour relations at the Port of Vancouver and teaches human resources at Kwantlen Polytechnic University’s Melville School of Business. Legally trained, he holds an LLM in Labour Relations and Employment Law from Osgoode Hall Law School.

48+ combined years in HR leadership	**3** sectors: higher education, automotive, port operations	**2** faculty who also teach HR at university level

LUMINOUS
HR LEADERSHIP ACADEMY

ENROL

Secure your place.

YOUR PLACE INCLUDES

- ✓ Five live, instructor-led Saturday sessions
- ✓ Case studies and practical exercises throughout
- ✓ Participant dashboard with session recordings
- ✓ Downloadable labour relations tools and templates
- ✓ 15 HRCI-approved CPD hours
- ✓ Certificate of Completion from Luminous Academy
- ✓ An individual strategic coaching session
- ✓ No prerequisites

"I had studied labour relations before, but mostly from a theoretical perspective. This course was different. It helped me understand how unions actually operate and what it takes to work effectively with union leaders."



Chioma Ehibudu
Workplace Investigations, Rogers Communications

"The real-world scenarios were one of the best parts of the course. They helped me think differently about negotiations, conflict resolution and managing difficult workplace situations."



Folasade Olajide, CHRL
HR Professional, Regional Municipality of Durham

COURSE FEE

CAD $1,200

Per participant. Employer invoices and sponsorship letters available on request.

REGISTER

luminousconsultings.com/labour-relations

WhatsApp message: **+1 (403) 404-4285** (messages only)

Email: **info@luminousconsultings.com**

RECERTIFICATION PROVIDER
HRCI 2026 HRCI.ORG

5 Saturdays · December 5, 2026 – January 9, 2027 · 9:00 AM MT

Luminous Academy is an HRCI Approved Recertification Provider for 2026. Luminous Academy is the professional learning arm of Luminous Consultings Inc.