

# Industrial And Workplace Relations Communications

Enterprise bargaining, industrial action and other workplace relations issues are complex, difficult and potentially damaging to a company's reputation and standing in the market.

We advise Boards, CEOs and managers of major companies and other organisations throughout Australia on how to best manage their communications during periods of industrial unrest and enterprise agreement negotiations.

## THE FTI CONSULTING DIFFERENCE

### Collaborative execution

We work directly and seamlessly with stakeholders to create and execute tailored strategies for optimal results.

### Industry knowledge

Our experts have extensive industry experience and maintain a strong industry network. We understand the issues faced by our clients.

### Experienced teams

Our professionals are highly experienced with deep knowledge of strategies and tactics used on all sides of the table.

### Insight

We highlight the issues and align interests to drive outcomes. Our team actively identifies issues while pursuing and valuing the alternatives. We can assist with implementation and monitor and report on the solution.

### Results driven

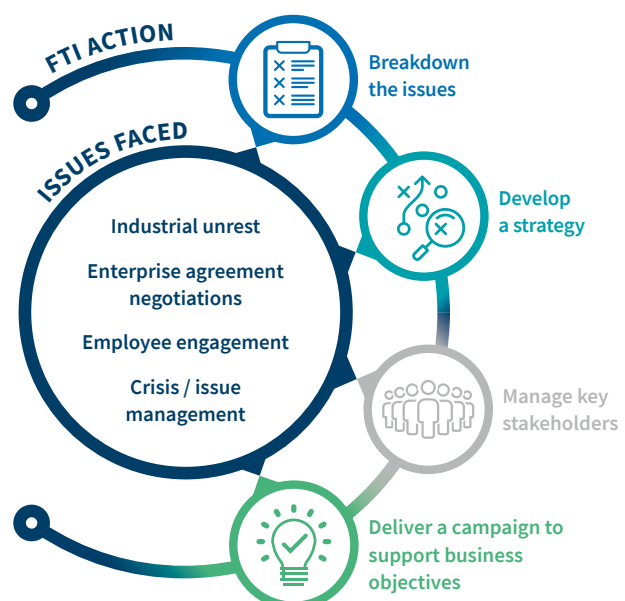
We never lose sight of the bigger picture. We are accountable and strive to deliver the best outcomes for clients.

Our experts have extensive experience in enterprise agreement negotiations, industrial relations, employee engagement and crisis and issues management. This includes recent engagements for high profile clients across retail, health, resources, energy, education and emergency services sectors.


FTI Consulting has experience working with both employers and employee representatives. Our deep knowledge of industrial strategies and tactics helps clients manage risk and achieve workplace objectives.

Our expertise in public affairs and government relations ensures any political ramifications of industrial action are also addressed.

We work closely with your legal, corporate affairs and human resources teams to establish a unified message framework that delivers on your negotiating and legal strategy, while making sure all your compliance obligations are met.



**HOW FTI CONSULTING CAN ASSIST YOU:**

			
<p><b>Negotiation strategy and tactics</b></p> <p>We help organisations develop a communications strategy aligned to your legal and negotiating strategy to ensure you are communicating effectively with employees and other stakeholders.</p>	<p><b>Industrial action crisis communications</b></p> <p>No matter how well prepared, industrial action can occur during negotiations – and sometimes outside that window as well. When a crisis or issue does arise, we provide tailored, rapid response execution support along with analysis and counsel through dynamic situations.</p>	<p><b>Government affairs</b></p> <p>Industrial action is a political issue by default. We provide analysis and assessment of the political risks associated with negotiations and industrial action, developing strategies to engage with stakeholders in government and opposition at all levels.</p>	<p><b>Employee and stakeholder engagement</b></p> <p>Employees and their representatives are not the only stakeholders you need to engage during industrial disputes. Today’s tactics include engaging customers, activists, politicians and other stakeholders to reinforce negotiations and actions.</p>
			
<p><b>Investor relations</b></p> <p>Nothing spooks investors and the market quite like the threat of or actual industrial action. We help clients navigate through these issues by aligning your industrial messages with investor messages, keeping the market informed and analysing the impact the industrial action is having on the position of the company.</p>	<p><b>Messaging and organisational positioning</b></p> <p>We help companies establish a unified narrative and message framework for addressing key issues among all stakeholders. After determining the most effective key messages we pull together different parts of the organisation to make sure everyone is ‘on the same page’, so your human resources team isn’t saying something different to your investor relations team.</p>	<p><b>Digital and social media</b></p> <p>Online tools, including dedicated microsites and social media updates, are vital, modern communication tactics in the lead up to and during negotiations. Social media also allows for a rapid response to communications from the other side in the negotiations, ensuring your messages are disseminated quickly and to the right audiences.</p>	<p><b>Strategic counsel and media training</b></p> <p>Negotiations and industrial action may see your CEO or MD – or other company spokesperson – fronting the media, attending a parliamentary inquiry or standing up in front of a hostile meeting of employees. Our practical advice prepares individuals and teams for any communications setting, particularly media interviews, presentations and crisis situations.</p>

**SUPPORTING YOUR BROADER NEEDS**

FTI Consulting offers a comprehensive suite of services designed to assist clients with workplace and industrial issues. Our professionals work closely with clients to anticipate, prevent and manage issues around a company’s greatest asset, its people. We have experts on hand in the areas of:

- Intellectual property theft and data breach investigations
- Employee misconduct investigations
- Fraud and corruption investigation and prevention
- Background checks and executive due diligence
- Organisational design and workforce optimisation
- Culture and change management
- Corporate governance
- Review of staff remuneration and entitlements

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