

## **REPORT BY FKE PARTICIPANTS ON THE DECP WORKSHOP ON NEGOTIATION SKILLS AND MEDIATION (11<sup>TH</sup> TO 14<sup>TH</sup> MARCH, 2019 AT THE FAIRVIEW HOTEL NAIROBI, KENYA)**

*NAIROBI. Spring 2019. DECP recently organized a workshop on negotiation skills and mediation in Kenya which was attended by participants from employers' organisations majorly from East African. The training programme which lasted for four days was successfully conducted through an interactive training format. Cognizant of the relevance of the course, it attracted many people and also considering that in today's world, negotiation and mediation are crucial means of reaching peaceful and acceptable solutions to the problems be it at international, political, industrial, peace-keeping or social level.*

### **Challenges**

The objective of the workshop was to strengthen the capacity and build competence of staff in employers' organisations in the field of negotiations and mediation. Coupled with this, it was also meant to prepare participants to address some of the challenges they face in performing their duties or carrying out daily work as negotiators and mediators. It is important to bring out that each participant had a chance to mediate and negotiate by taking part in the role plays and simulations followed by an in depth debriefing session.

## **Applying a variety of learning methods**

### **Acquiring knowledge and skills**

The workshop in its entirety proved beneficial to us especially in developing communication skills for negotiation and mediation. Additionally, it has helped us in full exploration of issues, promotes innovativeness and prepares one to creatively handle emotive issues and also consider interests of parties without difficulties. In our usual role as facilitators in negotiations especially in areas of collective bargaining with the workers' representatives (union) and other key players in the labour movement, the knowledge we acquired from this particular training has helped us to develop appropriate skills, critically be able to assess and identify the appropriate use of negotiation skills and mediation in different contexts.

### **Competent trainers**

As representatives of the Federation of Kenya Employers (FKE) in this workshop, we can't fail to mention and recognize the fact that the training led by Mr. Dirk Joosse (DECP) and Mr. Jan Cramer (AWVN) were competent, talented and with abundant skills which made them deliver quality information.



*Working together finding solutions*

The two gentlemen not only imparted knowledge but also shared the essentials which created very good understanding in the core concepts of training.

## **Develop appropriate negotiation and mediation skills**

Another significant aspect is that several facilitation techniques adopted by the two trainers which included, group discussions, question and answer, brainstorming and case study with deep understanding. The trainers and the participants had the chance to visit FKE as part of their field tour and the management felt greatly honoured for hosting them. Mr. Dirk met his longtime friend and a former student in his

negotiation and mediation class, Mr. L.W Kariuki head of Industrial relations at FKE and a seasoned negotiator in Kenya.



*Mr. Dirk and his old friend Mr. Kariuki*

### **Partnership**

In appreciation, we wish to acknowledge the collaboration and partnership that has existed between DECP, the Federation of Kenya Employers (FKE) and other employers bodies not only in East Africa but also at global level. In conclusion, we are grateful to DECP for sponsoring the workshop and conducting it successfully.

Written by:

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## **Workshop on Negotiation and Mediation Skills**



11th-14th March, 2019  
Nairobi, Kenya.

*Representatives of East African employers' organisation met in Nairobi to attend the workshop on negotiation skills and mediation*