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Participants must complete the core requirement assigned to each certificate, plus any of the electives listed in the chart below for a total of 12 credits.

Electives

Queen’s IRC offers participants maximum flexibility to customize their individual training needs. Participants may take any program they choose from our entire program lineup for credit towards any of our 4 certificates. In addition, participants taking our custom programs may also use their training days as credits towards our Certificates.

Advanced Labour Relations Programs	Strategic Grievance Handling  4 days / 4 credits	Labour Arbitration Skills  4 days / 4 credits	Negotiation Skills  5 days / 5 credits
	Mastering Fact-Finding & Investigation  4 days / 4 credits	Workplace Restoration NEW!  3 days / 3 credits	
Labour Relations Programs	Labour Relations Foundations  5 days / 5 credits	Strategies for Workplace Conflicts  3 days / 3 credits	Change Management  3 days / 3 credits
	Managing Unionized Environments  3 days / 3 credits	Building Trust in the Workplace  1 day / 1 credit	
Advanced Human Resources Programs	Advanced Human Resources  3 days / 3 credits	Linking HR Strategy to Business Strategy  3 days / 3 credits	Organization Development Foundations  4 days / 4 credits
	Organizational Design  3 days / 3 credits	HR Metrics and Analytics  3 days / 3 credits	Performance Management  2 days / 2 credits
Human Resources / Organization Development Programs	Designing Collaborative Workplaces  3 days / 3 credits	Talent Management  2 days / 2 credits	Strategic Workforce Planning  2 days / 2 credits
	Change Management  3 days / 3 credits	Coaching Skills  2 days / 2 credits	Building Trust in the Workplace  1 day / 1 credit

To learn more, please call our toll-free number at 1-888-858-7838 or visit our website at irc.queensu.ca