

Labor Management Forum Training

Train the Trainer

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Background

- FLRA and FMCS have taken lead in providing initial training to forums
- Additional trainers/facilitators could be created to ensure that forums across the government have necessary support

Train the Trainer

- Experience and expertise of FMCS can be leveraged to develop additional trainers on soft skills
- Training teams from agencies and national unions could be developed to provide appropriate soft skills training
- Soft skills – collaboration on pre-decisional involvement; interest based problem solving techniques; listening skills; and consensus building skills

Train the Trainer – Why?

- Expands pools of available trainers and facilitators available to help local forums
- Joint training teams could consist of a trainer from the agency and from the union
 - Demonstrates to local participants that higher level reps of agency and union work together
 - Demonstrates top level support from agency and national union leadership

Train the Trainer – How?

- Trainers would be primarily available to provide routine training / facilitation at local level
- National level forums which deal with more complex national issues and b(1) pilots should continue to utilize expertise of FMCS and FLRA
- Train the trainer – voluntary but highly encouraged as way to leverage limited resources and collaborate together