

# Coalition of Labor Unions in Bataan benefits from Negotiation Skills Enhancement Seminar

Good News

National Conciliation and Mediation Board

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Regional Conciliation and Mediation Branch III, in partnership with the Authority of the Freeport Area of Bataan (AFAB), conducted its first area-wide seminar for 2017 in negotiation skills to enhance the skills of participants in handling different conflict situations on 9 February 2017 at the AFAB Audio Visual Room, Mariveles, Bataan.

Officers and members of the Coalition of Labor Unions in Bataan (CLUB) attended the three-part seminar to enhance negotiation skills, intensify advocacy in productivity, and to encourage workers to be innovative towards maintaining industrial peace in the workplace.

RCMB III Director Edgar G. Aquino explored negotiation techniques and processes through a series of exercises to gauge the participants' analytical skills through problem solving.

Director Aquino discussed the elements of conflict its paths, sources, and manifestations, as well as the benefits of resolving conflicts.

“Dealing with the real causes of conflicts and exercising control to its outcome are some of the benefits in resolving

conflicts," Aquino said.

"There is less alienation between the parties if conflict is resolved by themselves," he further elaborated that if issues are properly dealt with, the outcome will be easily implied and achieved resulting to strengthened workers and management relations.

Other topics discussed were the difference between conflict aggravators from moderators, outcomes in negotiations, costs and benefits of positional and interest-based negotiations, interest-based negotiation (IBN) as well its advantages and elements.

Meantime, Deputy Executive Director Maria Teresita L. Cancio, discussed the importance of productivity. She emphasized the significance of doing the right thing right to avoid wastage.

"Productivity ensures production of top quality products and services at minimal cost," Cancio said.

"Productivity is important in improving competitiveness, increasing share of the market, income and profitability, and providing opportunities for expansion and growth," she added.

"Real productivity entails higher wages, more improved benefits, job stability, quality work life and opportunities for promotion and professional growth. Thus, customers will get cheaper quality goods and services," she said further.

Conciliator-Mediator Othello B. Tongio, Jr. encouraged participants to innovate through simple lessons.

"Innovation starts at the top, and that leaders need to create a vision and live the values," he said.

"Innovation is a team effort and it becomes possible when there is collaboration," he added.

"We have to listen to ideas, reward bravery, embrace risk and

learn from failure. It is important to create an innovation culture that fits to the company," he said further.

"I would like to congratulate our participants for actively taking part in this seminar to enhance their skills and respond to the different issues at the workplace," AFAB Deputy Administrator for Operations Alewijn Aidan K. Ong said in his closing message.

"This seminar is also relevant and advantageous towards improving company's systems and processes," he added.

"We also would like to extend our gratitude to the RCMB III for its continued support in upholding industrial peace at the Freeport zone through its advocacies and various program," he said further.

END/ Ma. Girlie D. Layug