
Employee Relations and Labour Law for HR Leaders

19 - 23 Oct 2026
Tokyo





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Ref.: 1314_2891 **Date:** 19 - 23 Oct 2026 **Location:** Tokyo **Fees:** 10000 **GBP**

Employee Relations and Labour Law for HR Leaders is a five-day senior course delivered by Mars Training Centre in London, Paris, Dubai, Manama, and Casablanca — designed for HR directors, employee-relations heads, and senior HR leaders responsible for managing employment relationships, disputes, restructures, and labour-relations risk across one or more jurisdictions.

This programme is a principles-and-frameworks course, not a primer on the labour code of any single country. It is built for senior HR leaders who need a confident command of the transferable concepts that underpin modern employment relations — the common-law foundations, the statutory categories of right and obligation, the recognised channels of dispute resolution, and the comparative shape of labour relations across jurisdictions — without learning the specific text of any single national code.

Across five focused days, you will work through the discipline of senior employee relations: the principles that hold across jurisdictions, the typical structures of employment contracts and policies, the management of disputes and grievances, the principles of fair process, and the way senior HR leaders manage labour-relations risk at the executive table. The programme is delivered by senior practitioners who have led employee-relations work across multiple jurisdictions.

What You Will Learn

- Apply the core principles of employment relations that hold across jurisdictions.
- Distinguish between common-law and statutory sources of employment obligation.
- Read employment contracts and HR policies with the eye of a senior ER leader.
- Apply fair-process principles to disciplinary, grievance, and performance cases.
- Lead workforce restructures with rigour and dignity.
- Manage workplace investigations using a structured approach.
- Govern employee-relations risk and report it to the executive committee.
- Work effectively with external counsel and labour-relations specialists.
- Build an employee-relations operating model that handles cases at scale.

How You Will Benefit

You will leave with a confident, transferable command of senior employee-relations principles, and a Mars Certificate of Completion.

Your organisation will gain a senior HR leader who can govern employment risk across jurisdictions, lead restructures with rigour and dignity, and reduce avoidable disputes and litigation.



Who This Programme Is For

This programme is designed for:

- Heads of Employee Relations and Heads of HR Compliance
- HR Directors with employee-relations in scope
- Senior HR Business Partners advising on ER cases
- Workplace Investigations leads
- Senior in-house counsel working with HR
- Restructuring and transformation HR leads
- Senior public-sector HR executives

The seniority floor is head of department and above. The programme is delivered in person over five consecutive days, and delegates receive a Mars Certificate of Completion.