



Dutch Labour Law & HRM for Contemporary Management

Personal Sessions

Always a personal intake session when you book your first workshop

3 One hour sessions when booking the Full Program

Full programme and courses in English for (HR) managers





Introduction

- **Are you a non-Dutch speaking HR professional, or manager based in The Netherlands?**
- **Or are you tasked with activities that incorporate Dutch Labour Law outside of The Netherlands?**
- **Are looking for a 'refresher' training workshop and to review upcoming changes in Dutch Labour Law and HR practices?**
- **Maybe you are experiencing challenges in the field of Dutch Labour Law and human resource management, in the context of Dutch Labour Relations?**
- **You could also be a qualified or experienced HR professional seeking employment in The Netherlands, looking for a learning programme to make you more marketable to Dutch organisations.**

We offer a comprehensive Dutch Labour Law & HR programme, where we assist in addressing the above-mentioned challenges, act as a sounding board in the HR and management journey and, ultimately, equip professionals and managers with knowledge to attend to sound HR practices in their day-to-day tasks.

Our training programme not only offers an extensive overview of the employee lifecycle within the context of Dutch Labour Law and HR, but we also provide guidance on the practical challenges you may encounter in practice.

Increasingly, organisations are starting to embrace contemporary views on leadership and management, seeking to prioritise the autonomy of employees and teams and recognising the value of placing people above the system. This is what we affectionately call #PeopleFirst practices.

This change does not happen overnight, HR professionals and managers are often challenged to achieve a #PeopleFirst approach within established HR protocols and systems largely based on traditional HR policies. Even more complex is having to pursue a more humanitarian approach within the context of Dutch Labour Law and a possibly applicable collective agreement, often slightly at odds with contemporary approaches and, sometimes, even squarely against them. Where do you find the courage and practical knowledge on how to affect change within the parameters of such long-standing “legacy” practices?

Our training programme seeks to offer insights on how to deploy HR instruments in both traditional and contemporary organisations. We discuss these challenges in a small group setting, never more than 8 at a time, ensuring individual attention and aim to be solutions-driven to meet you where you find yourself in your HR and management journey.

Follow our entire suite of seven modules as one programme, or any of the seven modules as a separate workshop, to realise that we do not only teach #PeopleFirst, but we also practice it ourselves!

See you soon!

Mr. Drs. Arthur Hol
Founder

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Module 1

Dutch employment law for contemporary management

Basic/introductory workshop

In this workshop the focus is on the basics of Dutch Labour Law and its application.

More importantly, we also focus on practical solutions that are in alignment with your, and your organisation's values, ambitions, and challenges – and how to navigate the intricacies of the legal requirements whilst remaining true to the intricacies that involve sound HR practices and protocols.

We reflect on the most recent developments in legislation, court decisions and regulations. You will gain both theoretical and practical insight into the legal aspects of employment relationships and the traditional HR instruments.



Topics

The following questions on Dutch Labour Law & HRM will be addressed in the workshop:

Search & Selection of Employees:

- What is my role in recruitment & selection?
- How do I collaborate between the HR department (if there is one) and management?
- What is required for job evaluation and remuneration?

Employment contracts:

- What are the legal stipulations of the different types of employment contracts, with attention to flexible forms of employment (temporary, on-call, min-max, temporary agency workers, and self-employed workers)?
- What are the requirements regarding common clauses such as confidentiality, a non-competition and non-solicitation clauses, and probation periods?

Performance Management & Disciplinary measures:

- What are the requirements for a conversation regarding the performance and behaviour of employees?
- What is the relationship between performance and development goals?
- What are the requirements for file formation in the event of dismissal?
- What is the role of the manager and the HR department in the (preparation of) dismissal procedures for submission to the UWV and/or sub-district courts?

Industrial Relations:

Works Council & Labour Unions and dismissal on economic grounds:

- What is the role of management and HR in reorganisations/restructurings?
- What are the requirements pertaining to redeployment obligations, social plans, choice of dismissal, role of seniority and the so-called principle of reflection (afspiegelings beginsel)?
- What role do management and HR play towards employee participation bodies and/or trade unions?
- How do I deal with conflict in the sphere of employee relations (if and when they arise)?

Managing leave and illness:

- What are the rules and customs regarding holidays, (informal) care leave, (un)paid and emergency leave?
- How do I deal with illness & reintegration?



Results

After completing this course, you will:

- know the basics of Dutch Labour Law, its most current developments, and its application in employer/employee relations;
- know how to apply the above in practice in alignment with yourself, your values, ambitions, and challenges – and those of your organisation; and
- be equipped with tools for a solutions-driven approach, provided by both the trainer/legal expert and the other participants, regarding practical examples so you can, ultimately, be more effective and provide results for your organisation.

**ALL PARTICIPANTS RECEIVE A 'CERTIFICATE OF ACHIEVEMENT'
FOLLOWING THEIR ATTENDANCE.**

There is no prescribed order for completing our Dutch Labour Law & HR programme though it is advisable to start with Module 1 as it deals with the basics of Dutch Employment Law.

You can also book this course as a one-day workshop. Investment: € 997 excluding VAT (including reading materials, lunch, tea/coffee) payable in advance.

Included is a 30-minute to one-hour personal intake & advice session (online) – remember, it's all about you!

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“ Really useful course for my work. I work in HR in The Netherlands for a mid-large size company. It really showed me areas we aren't doing things correctly, and where we can improve.”

Jeanie Edwards | Backbase B.V.

Module 2

HRM in transition



Basics of contemporary HR in The Netherlands

This workshop is for (HR) managers and/or entrepreneurs who seek to pursue a #PeopleFirst approach – contemporary HR, not only in The Netherlands but also globally, is the pursuit of new leadership and new forms of organising the workplace environment.

We especially consider how to get started, by reviewing how to match your organisation's HR structures, tools and practices, to support a pursuit of people over systems.

All of the above is also discussed and considered within the context of modern philosophies, personal values and vitally, that of your organisation – how does one navigate the employer/employee relationship in our ever-changing world? In the workshop we will, together, work on the practical situation and issues of everyone's organization and role. In addition, the trainer will provide relevant practical cases and dilemmas – and solutions for them.



Topics

Available philosophies & approaches:

- What is the philosophy of organisation development, described by Frederic Laloux in his book *Reinventing Organizations*?
- Overview of self-organisation of teams through use of, among others, Agile working or working with squads & tribes; and
- The models of Sociocracy & Holacracy.

We consider the 'frontrunner organisations' and study their concepts to guide us in considering the success stories, when pursuing alternative HR management, as opposed to traditional methodologies.

If we change, what are the implications?

- Must we implement new HR tools entirely, and how do we ensure that the approaches are aligned with each other and with the overarching philosophy?
- Do we want to abandon traditional 'HR cycle' talks in their entirety and what do we replace them with?
- How do we 'marry' contemporary HR models with traditional collective labour agreements or personnel policies already in place?

Among other things, we pay attention to:

- Recruitment by team colleagues
- Roles instead of functions and task descriptions
- Goal definition & target setting by employees and teams
- Flexible handling of leave / vacation, as required
- Self-assessment (by employees and teams)
- Determining level and annual remuneration by the team themselves
- Development interviews within a team instead of appraisal interviews
- Dismissal only after a defined conflict resolution mechanism with mediation
- Group-oriented decision making (often based on indigenous traditions and "live" or digital dialogue forms).

We consider and discuss the best approach in adopting change – is it the "big bang" or do we rather implement a step-by-step change management process?

Results

After completing this course, you will:

- Know how you can best fulfil your role as a manager or HR professional in a way that suits you and your organisation in a modern world, by embracing contemporary HR practices; and
- Be capable of managing change within the context of Dutch employment law frameworks.


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Content was well paced and all suitable for application in an HR setting. Arthur was a very good trainer in that he not only explained the what the law states but also gave some very good examples that were easy to grasp and see how the law is applied.”

“

Tessa Marie van Avendonk | Corinthia Hotel

Module 3

Illness and reintegration in The Netherlands

In this workshop, time is spent to learn about the intricacies of dealing with sick leave of employees, and the provisions of Dutch Labour Law when dealing with long-term absences. We also work to resolve any practical cases of employee illness you may want to bring to the table for discussion and guidance.



In The Netherlands, the Gatekeeper Improvement Act (Wet Verbetering Poortwachter) imposes several, mainly time-dependent, obligations on employers. If these are not met, it may result in wage sanction from the government agency called the UWV (Uitvoeringsinstituut Werknemersverzekeringen).

We spend time to equip you as both a manager and/or HR adviser in your company, to navigate the challenges that employers may face when complying with its legal obligations, and simultaneously to create a roadmap for the employer to also enforce its rights, within the parameters of the core values & ambitions of the organisation.



Topics

The following topics will be addressed

Employee engagement

- How to have and maintain a 'human-centred' approach regarding illness & reintegration into work, whilst being aware of the legal requirements and manage the associated risks & opportunities?
- How to deal with employees who you feel feigns illness with a view to avoid or postpone dismissal, for example in the context of a performance improvement process?
- What do you do if an employee refuses an offer of suitable alternative work?

Working conditions

- How to effectively prevent absenteeism by focussing on sustainability during the lifecycle of the employee journey (e.g. informal care, implementing work-life balance, recognising signs of work stress and the characteristics of burnout).
- Rules for RI&E (Risk Assessment & Evaluation), ensuring that there are sufficient measures for disease prevention and the expectations on the employer to furnish protective equipment (PPE).
- How to implement a "Vitality Policy" at all levels (for the individual, the team, and the organisation).
- Discussing the need for a "Sustainable Employability Policy" (what it consists of and how to develop it with stakeholders).

Reintegration

- How do I facilitate reintegration?
- Creating problem analysis report and compilation of the Plan of Approach (Plan van Aanpak) for internal use.
- Assist in process management and guiding the employee to resume their duties.

Legislative requirements

- Consideration of relevant Dutch Labour Law and legislative provisions in the event of short- and long-term absenteeism, also regarding pregnancy related health complaints.
- What are the 'punitive' measures an employer can (or in some circumstances must) take, in case of non-compliant behaviour of employees, specifically within the context of employee illness reintegration?
- What is the difference between a so-called 'second opinion' and 'expert opinion'?
- Discussing the requirements of the UWV assessment framework, the role of the arbodienst/ working conditions service, company doctor, case, and prevention managers, and how this relates to the manager and the HR department of the employer.

Conflict resolution

- Addressing and resolving labour disputes and engaging tactfully when considering an employee's potential disability.
- Ensuring the correct diagnosis is pursued to avoid receiving a medical diagnosis for non-medical conditions/concerns.
- Ensure swift conflict resolution is achieved and create an intervention plan, with the use of for example, team-based interventions.

Dismissal

- When, and under which circumstances, is dismissal possible when an employee is frequently ill or has been placed on sick leave?
- What are the possibilities for dismissal in cases where there is a combination of illness and other grounds, such as, underperformance, misconduct, labour conflict, economic grounds or after having completed the two-year mandatory salary payment period during illness?

Results

After completing this course, you will have:

- Up-to-date knowledge of Dutch Labour Law and HR instruments in the event of illness and reintegration of employees;
- Developed skills in handling of absenteeism cases, building a case file and conducting interviews with ill employees; and
- Learnt techniques to prevent absenteeism, promote a sustainable working environment and unnecessary classification of medical absenteeism.

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They always reserve time for individual cases.”

Module 4

Non-performance and undesirable behaviour, including file building



Performance management

In this workshop we discuss employment law frameworks and practical tips when designing 'improvement processes' in the event of alleged non-performance and undesirable behaviour, emanating from employees.

In today's global world, where everything is documented online, there is an increased focus on what it takes to be a good employer, and what sound HR practices entail. We will discuss approaches and instruments needed for file building within the context of an organisation's code of conduct, and how to use warning and intervention methods effectively.

It is not only important to address how to correct unwanted behaviour, but we must also consider preventative measures. We assist in helping attendees to pursue measures which suits them, their personal values, ambitions, and challenges – whilst simultaneously remaining cognisant of what their organisation expects and needs.



Topics

The following topics will be addressed:

Employee engagement

- How should you deal with an employee who is obstinate in performing their duties, for example, who always refuses to wear protective equipment when performing their job?
- How do you address an employee who is persistently late in reporting for duty, or who fails to comply with the procedural rules when they are absent from work?

Poor performance management

- How should you deal with perceived non-performance and what are the expectations of an employer in terms of its responsibility to assist a non-performing employee?
- To what extent are you required to assist a non-performing employee to keep him/her employed when they are underperforming?
- What should you do with an employee who can no longer deliver at the standard required or expected of someone in their position?

Performance Improvement Plants (“PIP”)

- What requirements must an improvement project/plan meet?
- How do you conduct a continuous and motivating conversation about the performance and behaviour of employees?
- What is the relationship between the wishes and requirements in the field of development, training, and improvement processes, in relation to the ambitions and goals of the organisation?

Undesirable behaviour and/or deliberate misconduct

- What happens when an employee executes their work so carelessly that the company suffers damage?
- How do you prevent undesirable behaviour by paying attention to core values and codes of conduct?
- How do you translate a code of conduct into warnings and interventions, including suspension and immediate dismissal?
- What are the employment law frameworks and practical tips for investigating and handling complaints?

File Building (Creating a Paper Trail) & when to dismiss?

- What are the legal requirements in cases for dismissal based on non-performance?
- How do you substantiate your reasons to motivate that dismissal is the appropriate sanction?
- How do you create a paper trail to compile a record (file) of employee interventions, conversations and steps taken to correct performance and/or unwanted behaviour?
- How do you demonstrate all the assistance, support and training given to the employee and that there is no alternative to termination of employment/dismissal?
- What are the requirements for a termination agreement?

Results

After completing this course, you will have:

- knowledge of employment law frameworks for dealing with alleged non-performance and undesirable behaviour;
- how to deal with situations where the discontinuation of the employment relationship seems inevitable;
- tools for concrete solutions relating to performance management, alternatively, management of undesirable behaviour; and
- gained insight on when and how to pursue dismissal of an employee

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The course was extremely useful – I feel a lot more informed and confident to pursue matters in the workplace. I like the approach – not ‘death by powerpoint’! Was never boring. About the trainer: 10/10, very easy to listen to, engaging and relaxed. I like the inclusion of group experience and advice too.”



Janine Smith | Sofis



Module 5

Organisational change, reorganisation, merger and takeover in The Netherlands

In this workshop, we discuss the provisions of Dutch Labour Law when organisations seek to reorganise, whether it is due to financial pressure or for other operational business requirements, such as a merger and/or takeover.

The processes involved can be complicated and tricky for everyone affected by such a decision: management, HR, and employees alike.

Additionally, one must be mindful of the possible application of a collective agreement which brings its own challenges, often being entirely “at odds” with contemporary HR approaches.

Complications are often also encountered when one must consider the engagement with the Works Council, Trade Unions, and other stakeholders – where do you start?

Topics

The following topics will be addressed in the context of **Dutch Labour Law requirements, and contemporary HR change management principles and practices**:

Employee engagement

- How do you commence the process involving organisational change – is it embarked upon in phases, or rather a “big bang” reorganisation?
- Can employees participate in decisions around a reduction exercise, and if so, how?
- How do you go about harmonising employment conditions after a merger or takeover?

Stakeholder engagement

- Where and when do you consult with all the interested and affected parties, and how do you organise and direct the interaction?
- What are the duties of stakeholders involved in the reorganisation process?
- How do you develop a vision for the future, in collaboration with the required stakeholders, such as, the Works Council, Trade Unions, and any other external “stakeholders”?
- What happens when there is a review of the economic dismissal by the Employee Insurance Agency (UWV) or sub-district court judge?

Legislative requirements

- What are the legal requirements when embarking on a (new) organisational philosophy or model?
- What is a “due diligence” investigation, when is it needed and what does it entail?
- What are the requirements of a reorganisation and/or social plan?
- What are the processes involved when pursuing organisational change within the context of Dutch Labour Law?
- When can you unilaterally change the employment conditions?

Dismissal procedures

- Once dismissal is required, how are decisions around selection criteria made?
- What are some of the common selection criteria used, such as the reflection principle (afspiegelings beginsel) and seniority (last-in-first-out) principles?
- How are collective dismissal implemented, with reference to the Collective Dismissal Notification Act (Wet melding collectief ontslag)?

Results

After completing this course, you will have:

- Gained insight into the challenges, facts and possibilities with regard to any organisational change, whether it is a reorganisation, merger or takeover;
- Knowledge to design the required processes effectively and carefully within the Dutch legal framework, while using the new organisational philosophy as the guiding principle; and
- Ltearnt, as a manager or HR-professional, how you can support constructive engagement between the affected stakeholders

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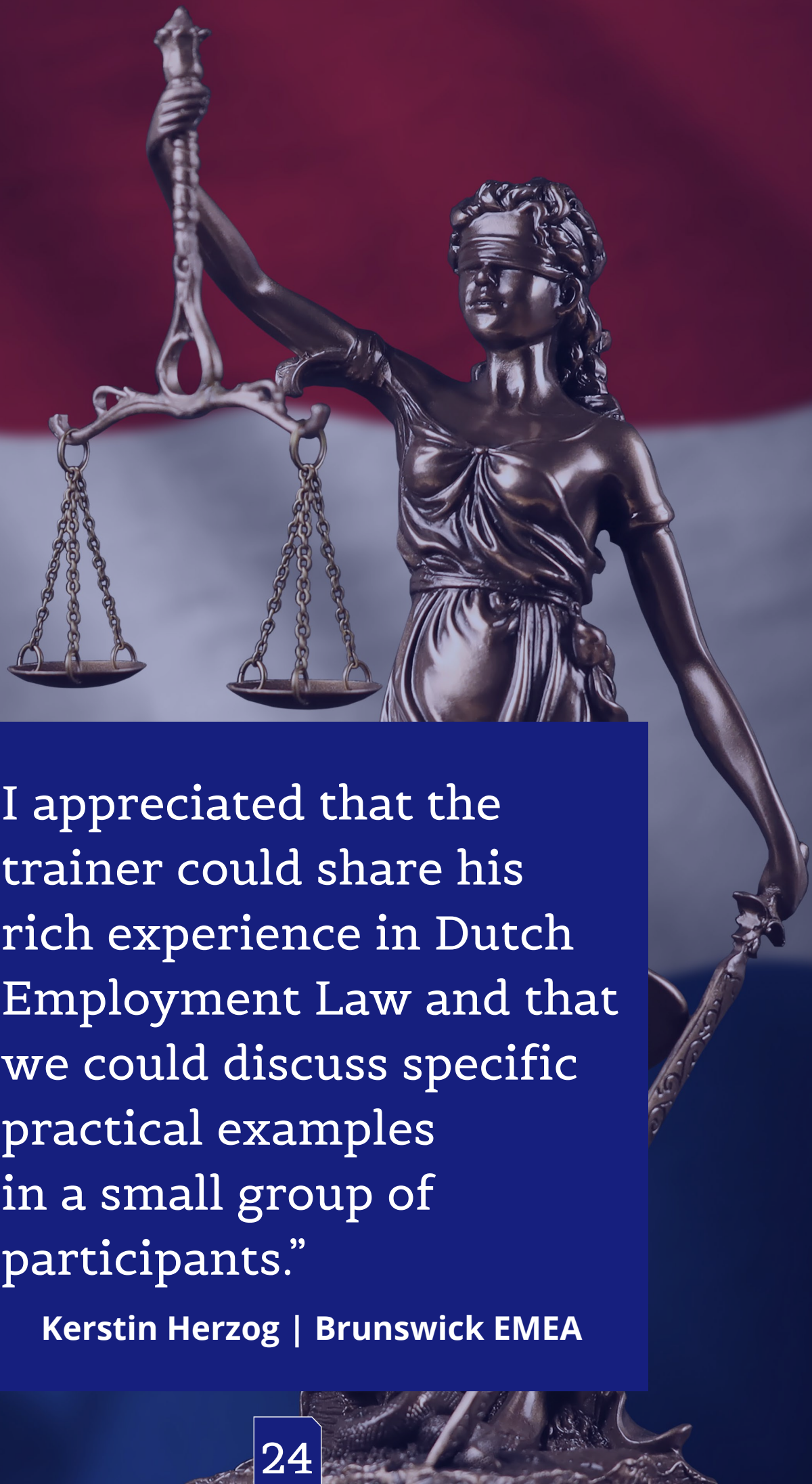
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I appreciated that the trainer could share his rich experience in Dutch Employment Law and that we could discuss specific practical examples in a small group of participants.”

Kerstin Herzog | Brunswick EMEA



Module 6

Industrial relations in The Netherlands

works council and trade unions

In general, employees in The Netherlands have a strong and prominent position, facilitated in the workplace through the employee participation body, as well as by labour unions.

In this workshop we discuss the potential employee participation bodies you may be required to engage with as a manager, or HR professional, such as, the Works Council (Ondernemingsraad or "OR") or staff representation (Personeelsvertegenwoordiging or "PVT").

Time will be spent to consider your role as their potential main point of contact and how to effectively engage with employees for optimal results. We will also cover the role of labour unions and the collective labour agreement in The Netherlands.

Topics

The following topics will be addressed

Engagement requirements

- What is your role as a manager and/or HR-professional vis-à-vis the Works Council and trade unions?
- What are the legal aspects of employee participation, challenges and what are the potential pitfalls to be mindful of?
- What is the role of HR, the Works Council, and the management team to effectively utilise the 'wisdom of the crowd' through participation in the organisation?

The Works Council

- What are the provisions of the Dutch Works Councils Act (Wet op de ondernemingsraden or "WOR")?
- How is the Works Council composed and what are its rights in terms of consultation, information, advice, and consent?
- To what extent can confidentiality restrictions be imposed on the Works Council?

Trade Unions

- What should I know about trade unions, the formation and content of collective agreements and/or social plans?
- What are tips for the process of interviewing or negotiating with trade unions and what are contemporary ways of dealing and co-operating with trade unions?

Alternative and/or contemporary employee participation

- What are the alternative and/or new forms of employee participation to consider?
- What have been the experiences of organisations in pursuing alternative engagement methods and platforms?

Results

After completing this course, you will have:

- Gained knowledge on how you can fulfil your role as a manager and/or HR-professional in promoting critical and constructive employee participation within your organisation; and
- A deeper understanding of all legal and practical requirements of the Works Council in The Netherlands, when they are required and how they operate within an organisation.

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HRM & Employment
law for contemporary
management – for (HR)
managers & entrepreneurs
– with focus on your daily
practice.”

#PeopleFirst

Module 7

The employment contract – permanent and flexible



In this workshop we discuss the diversity of employment contracts, from permanent to flexible. We also consider the diversity of clauses that can be included – think of zero hours, min-max, permanent, and self-employed contracts and probation, non-competition and confidentiality clauses, the different options are vast!

We discuss the characteristics, advantages, and disadvantages of the options, and consider the use of contracts and clauses within organisations, based on contemporary notions of good employment practices.

Keeping to our #PeopleFirst approach, we will do this in a way that suits you, your values, ambitions, and challenges – and those of your organisation!



Topics

The following topics will be covered in this workshop:

Contractual provisions

- The role of the employment contract and creating certainty during contract formation, within the context of protecting foundational rights for both employer and employees alike;
- The legal requirements of job & role descriptions;
- What are the legal “ins & outs” of the different forms of employment contracts – permanent vs flexible and knowing where and when to use which contract?
- We will discuss provisions and stipulations pertaining to:
 - probationary & trial periods;
 - non-competition, non-solicitation & confidentiality clauses and financial penalties;
 - non-solicitation of customers and/or employees;
 - to what extent can employment conditions be changed unilaterally?
 - can employees be taxed for study costs?; and
 - remuneration in case of illness, reintegration obligations & vacation during illness, among others.

Flexible Contracts

- In the context of flexible contracts, we will discuss, among others
 - Fixed-term employment contracts, on-call, min-max, temporary agency workers, secondment, apprenticeship/employment contract, internship contract, payrolling, labour pools, contracting and freelance contracts (“contract agreement”); and
 - Which method of hiring personnel best suits your organisation and what are the advantages and disadvantages of the different options?

With the implementation of the “Transparent and Predictable Employment Conditions” Act, with effect from 1 August 2022 (based on a European Directive), the above has become of particular importance for companies to consider and review the contracts used for permanent and flexible employment, to ensure compliance with legislative provisions and pursue being a good employer.

Results

After completing this course, you will:

- have an overview of the different forms of employment contracts, various terms and conditions with their characteristics, and be able to consider the advantages and disadvantages of each; and
- be equipped with practical tools for the design and possible adjustment of the contracts your organisation currently uses to ensure legislative compliance.

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One-day workshop Global labour laws Western European countries & USA

Do you, and/or your team, work in an international company with global and/or regional presence, and do you wish to gain basic knowledge in the labour laws of multiple countries?

Are you conscious of the pitfalls that may be vital to employee relations in a specific country?

What are the questions to ask your advisors, inside or outside your company – and how do you appreciate and trust the information available to you?

This workshop is for you!

Benefits from the programme

- You gain knowledge of the main points of the labour law & HR of various Western European countries, USA and one other country of your choice;
- Insights, dynamics, sensitivities regarding labour relations of different countries;
- Understanding of the latest developments in the labour laws across multiple countries;
- Cross learning from diverse set of professionals from different countries and backgrounds;
- Individual attention with maximum group size of 8 participants; and
- Focus on the types of issues that you wish to bring to the session.

Often the other attendees are able to share knowledge about your countries of interest, and have valuable practical tips, including access to their in-country service providers of choice!

We focus on the main points of the labour laws of Western European Countries (UK, Germany, France, Belgium, The Netherlands, Spain, and Italy), the USA and additional countries you wish to see included in the session.

On average, we spend 20 minutes on the above-mentioned countries and 10 – 15 minutes discussing countries of specific interest to the attendees. We also discuss approximately 5 additional countries of interest, over and above those listed above.



As with all our workshops, we offer each individual participant a personal intake & advice session online, prior to the workshop, to ensure that we discuss your desired learning outcomes in advance.

Our attendees have found these sessions invaluable to increase the quality of their experience on the day of the workshop. The trainers themselves are experienced employment attorneys and have gained international experience themselves.

Who should be attending this work-shop?

- HR professionals
- Experienced HR professionals playing global and regional roles
- Business managers in global and regional roles
- HR and Business managers planning to expand into other countries
- Legal professionals
- Employee Relations Specialists

During the workshop we will cover

- Key questions to ask when dealing with foreign labour law service providers
- You will be equipped with knowledge to deal with external parties in the various countries more effectively
- Commonalities and differences in labour law, employment relations, legal & HR (procedural systems) in various countries
- The labour law statutory due diligence that is needed to establish or expand operations in new countries
- How to conduct an “HR audit” focussing on employment law and HR requirements of a new country

This unique workshop, with its overview of the employment laws of several countries that are relevant for yourself and the other participants, equips you to provide the right (HR) leadership and take prudent decisions related to people and management in various countries.

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Meet the trainers



Arthur Hol

Arthur Hol is the developer and trainer of this programme. Practicing law as a Partner (focussing on Labour Law) with the firm De Koning Vergouwen advocaten in Amsterdam, Arthur has a front row seat to employer/employee relations in practice.

With university degrees in both Law and Organisational Psychology he is the one to turn to with your HR challenges. Arthur has experience as an international HR manager at Shell and KLM, as well as a senior consultant at KPMG, specialising in post-merger integration HR issues.

#Peoplefirst is his motto.

Ralph Jan van der Ham

Ralph Jan is partner at the labour law division of Holla Legal & Tax, based in Utrecht and Den Bosch. In addition to law, Ralph Jan also pursued studies in Cultural Anthropology for several years, based on his broad interest in people and society.

As a lawyer, he really stands next to his clients and takes on the role of trusted advisor. International clients describe him, among other things, as “sharp and precise in legal matters, understanding of the business needs and pragmatic in his approach.” Ralph Jan also works as a mediator.



Yvonne Nijhuis

Yvonne is partner at Kienhuis Hoving lawyers, Enschede and Utrecht with particular experience with Labour Law in the care sector. Lawyer, yoga-teacher, and mediator, a true all-round professional.

“I can empathise well with my clients and know fairly quickly where the core of the problem lies. Together with my client I strive for the best possible solution”.

How we work: #PeopleFirst

We work in small groups of **no more than 8 participants** at our training facility in Baarn (30 minutes from Amsterdam). It's always possible to follow modules online and/or in a hybrid form.

Smaller training groups allows for a richer learning experience, ensuring that there is sufficient room for the exchange of experiences and ideas, as well as an extensive discussion of any cases you wish to bring to the table.

We will start with your values and continue with a broad overview of Dutch Labour Law and HRM practices in relation to the topic of each specific module. The trainer will incorporate relevant cases and dilemmas, with a solutions-driven approach.

We will use your values and ambitions in relation to those of the organisation that you work for, as touchstones when discussing possible solutions for the cases considered specific to the participants.

In engaging with, predominantly, HR professionals on a daily basis, we have become acutely aware that Management & HR professionals often feel alone in their support of employees and their employers alike – let's be honest: "there is no HR for HR!"

We seek to become a trusted advisor in your learning and career path. We commence with personal in-take sessions before you join your first workshop and incorporate touch-base sessions thereafter, to support you in pursuing your HR & Management endeavours.

It's not just about putting #PeopleFirst in your organisation, we start by making it all about you!

We always finish with shedding light on what could be your first step, where you want to incorporate your values into your HR work in the context of labour law, as well as what you need to make this happen.

Incompany options

We also offer our workshops on an in-company basis if you have colleagues with the same training needs. Because the participants share the company's background, more people can participate. The workshop will be tailored to your specific needs and wishes.

More information via info@hrmcollege.nl

Results

At the end of each module, you will have:

- Up-to-date knowledge of Dutch employment law;
- Knowledge of contemporary Dutch HR approaches and suggested applications;
- Concrete solutions for the cases you bring to the table; and
- The necessary knowledge of the deep dive topics you choose to participate in.

Location HRM College

The workshops are held from 10 a.m. to 5 p.m. in Baarn, Villa Mollerus (Mollerusstraat 1), a 10-minute walk from Baarn train station, circa 30 minutes from Amsterdam and Utrecht. Parking is free at our location. The workshops always include tea/coffee and an extensive lunch, in the same building.

'On location' workshops are hybrid, i.e. they allow for online participation as well. This works well, given the fact that we work in small groups (maximum number of 8 participants). The prices for the on-site and online workshops are the same.



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The entire program consisting of seven modules is € 4997 (ex. VAT) when paid upfront. For each individual module: € 795 per person. All prices include reading materials for all modules, best lunch in the area and tea or coffee.

If your branch, professional or network organisation has a cooperation agreement with us, a discount may apply. Indicate this under remarks during registration, stating the organisation.

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