

REFRAMING IR

FROM LEGAL COMPLIANCE TO MANAGING PERCEPTION

For 30 years, MECA has worked alongside employers navigating some of the workplace's most difficult decisions.

This year's Convention is designed differently. Not as a traditional seminar built around slides and theory, but as an immersive Industrial Relations experience exploring how workplace disputes are shaped by communication, leadership conduct, employee perception, organisational culture, and human behaviour.



★ A CONVENTION EXPERIENCE BUILT AROUND REAL WORKPLACE SCENARIOS – NOT JUST SLIDES AND THEORY ★

A CONVENTION
EXPERIENCE
NOT JUST PRESENTATIONS

DESIGNED TO IMMERSE ATTENDEES IN:

- Realistic workplace situations
- Human behaviour & workplace dynamics
- Leadership decision-making under pressure
- Strategic considerations for employers
- Interactive discussion & scenario analysis

CINEMATIC IR SHOWCASE SERIES

EXPERIENCE REALISTIC WORKPLACE SCENARIOS INSPIRED BY THE CHALLENGES EMPLOYERS AND HR PRACTITIONERS NAVIGATE EVERY DAY



1. MISCONDUCT & DOMESTIC INQUIRY

- The emotional dynamics involved
- Managerial assumptions and bias
- Witness challenges
- Procedural pitfalls
- The gradual erosion of an otherwise defensible case

See how quickly a “strong case” can unravel when perception and process are poorly managed.



2. PERFORMANCE MANAGEMENT

Watch a performance management process unfold from the first signs of underperformance to the eventual dispute. See how:

- Managers unintentionally undermine their own cases
- Expectations become blurred
- Feedback is poorly communicated
- Documentation gaps emerge
- Employee perceptions begin to form

Then watch our speaker break it down:

- What went wrong?
- What should HR have spotted earlier?
- How could the situation have been salvaged?
- What practical steps reduce legal and industrial exposure?



3. RETRENCHMENT & REORGANISATION

A powerful portrayal of one of the most sensitive exercises any organisation can undertake:

- How employees interpret delayed communication
- The impact of communication tone
- Selection concerns
- Rumours, fear and morale collapse
- The difference between lawful restructuring and perceived unfairness

Our experts will then unpack the hidden pitfalls and practical strategies companies should adopt to manage these exercises more effectively and humanely.

THESE SESSIONS ARE DESIGNED TO DO WHAT TEXTBOOKS AND SLIDES OFTEN CANNOT:

SHOW YOU WHAT IR ACTUALLY FEELS LIKE INSIDE THE WORKPLACE.

STRATEGIC PANEL DISCUSSIONS

PROFESSIONAL. IMMERSIVE. EXECUTIVE-LEVEL.



1. FLEXIBLE WORK & WORK-FROM-HOME REQUESTS

A practical discussion on one of the most challenging issues facing employers today:

- When should WFH requests be approved?
- What weight should be given to medical recommendations?
- Can employers insist on physical attendance?
- How should operational needs be balanced against employee wellbeing?

For the first time, this discussion brings together HR, Industrial Relations, and medical perspectives to examine why work-from-home requests are becoming increasingly complex for employers, and how organisations can respond fairly, consistently, and defensibly in a rapidly changing workplace landscape - moderated by **Dharmen Sivalingam**.



2. UNION RECOGNITION CLAIMS – PREVENTING THE CONDITIONS THAT FUEL THEM

An insightful panel discussion examining:

- Why union movements often begin with dissatisfaction and mistrust
- The importance of workplace climate
- How leadership, engagement and communication affect unionisation risks
- What companies should realistically be doing before claims arise



3. PSYCHOLOGY IN HR & INDUSTRIAL RELATIONS

Exploring:

- Human behaviour in workplace conflict
- Trust, emotion, & employee perception
- Communication under pressure
- Psychological reactions to management decisions
- The growing role of behavioural dynamics in modern workplaces

Because modern IR is no longer just about rules and procedures - it is increasingly about behaviour, emotion, trust, communication, and human response.

LIVE DRAMATIZATION EXPERIENCE

UNCONSCIOUS BIAS IN THE WORKPLACE



WHY THIS CONVENTION MATTERS

Employees rarely challenge what happened.

They challenge what they believe happened.

In today's workplace:

- ★ Employees are more informed
- ★ Perceptions spread faster
- ★ Managers are under greater scrutiny
- ★ Workplace issues escalate more quickly than ever before



The organisations that thrive will not simply be those that understand the law.

They will be those that understand people.

MECA IR CONVENTION 2026

A SPECIAL 30TH ANNIVERSARY CONVENTION EXPERIENCE

MOVING BEYOND COMPLIANCE : UNDERSTANDING PEOPLE, MANAGING PERCEPTION



WATCH THE OFFICIAL TRAILER

Get a glimpse of the experience that sets this Convention apart.



REGISTER YOUR INTEREST NOW

Be among the first to receive programme updates, speaker announcements, and priority access when registration opens.



LIVE EXPERT COMMENTARY
AFTER EVERY
SHOWCASE



INTERACTIVE Q&A SESSIONS
ENGAGE, ASK, LEARN,
GET REAL ANSWERS.



NETWORKING OPPORTUNITIES
CONNECT WITH INDUSTRY
LEADERS & PEERS.



FEATURING 30 YEARS OF
EMPLOYER ADVISORY
EXPERIENCE
REAL WORLD INSIGHTS
DEEP EMPLOYER FOCUS.