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**The EMPOWER**

**Moral And Legal Responsibilities Of Employers And Employees  
Workshop**

There is often a misunderstanding on the part of both the employer and the employee as to the balance between the employers rights and obligations and the employees rights and obligations.

Most employees do not have a clear understanding of the purpose of business or of their obligations and responsibilities to their employers. This one day workshop shows them how their relationship with their employer is totally commercial and that they have an obligation to provide their services at the times and to the standard set by the employer.

Most employers are still confused about their rights as employers and the legal procedures that are available to ensure that their employees abide by rules and regulations of the employer.

**WORKSHOP CONTENT**

**The Purpose Of Business**

There are very few people who actually understand the purpose of a business yet it is essential for the smooth functioning and sustained success of any business that all the people in the business understand it's purpose and their role in the business.

This session clearly identifies the role of the employee in the business and shows how the relationship between the business and it's clients mirrors the relationship between the employee and the employer.

The success of the business depends on focussing efforts on achieving the purpose of the business rather than the function of the business. This session shows how the *purpose of business* applies to every facet of management. It is essential that all members of an organisation understand the organisations purpose and then strive to achieve it.

Only when you have a clear understanding of the purpose of business and your responsibilities in the business can you make effective decisions. Change is limited unless people have new ways of understanding practical business issues and their role in the business. Only when your people truly understand the purpose of business, and the purpose of their role in the business, can they accurately answer the questions; *"Why am I here?"* and *"In relation to what I am paid to do is this the best use of my time right now?"*

**The Legal Environment**

There are numerous laws that regulate the employer/employee relationship, each performs a different function and imposes certain obligations on, and confers certain rights to, the employer and the employee.

**Moral And Legal Responsibilities Of Employers And Employees**

*An organisation is only as good as the people in the organisation  
therefore to build the organisation you have got to build the people.*

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**The Moral And Legal Responsibilities Of The Employer**

This session clears up any confusion regarding the obligations of the employer to the employee. There are four primary, incontestable, obligations that the employer has towards the employee and they control the working environment set by the employer.

1. The payment of remuneration
2. Provision of work
3. Provision of safe working conditions
4. Provision of leave

**The Moral And Legal Responsibilities Of The Employee**

Often employees will have a distorted perception of their rights in their relationship with the employer and this can easily lead to disputes, for you will find that most disputes arise when one party knowingly or unknowingly infringes the rights of another. This session clearly defines the employee's obligations and responsibilities towards the employer. There are four primary responsibilities of any employee and should he/she at any time fail to honour any of these responsibilities then he/she will be in breach of contract and may be disciplined and or dismissed.

1. Make his or her services available
2. Subordination
3. Good faith
4. Good conduct

It has often been said that "KNOWLEDGE IS POWER" but this is true only if the "KNOWLEDGE" is accurate and relevant. Inaccurate knowledge is a recipe for disaster therefore that statement should be changed to "CORRECT KNOWLEDGE IS POWER" Labour law is an essential part of the operating environment of any business so it is essential that you have "CORRECT KNOWLEDGE" regarding it.

This workshop will give you and your employees the "CORRECT KNOWLEDGE" you need to minimise the risk of misunderstandings, and the negative consequences of those misunderstandings, and to deal with each other more effectively.

**In The Vacuum Caused By Lack Of Correct Information  
The Grapevine Of Gossip And Misinformation Flourishes**

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To book this powerful workshop to EMPOWER your team  
call Johan or Linda @ **083 304 2867** or e-mail : [johan@motivate.co.za](mailto:johan@motivate.co.za)

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I am very proud of the work that I do and I am committed to offering great service and products that will improve your life and solve your problems. So to give you the peace of mind knowing that you are working with a dedicated professional I offer you a

***"Customer Satisfaction Guarantee"***

which means that if you feel my services were not of an acceptable standard or did not meet your requirements then you do not have to pay.

I believe that

***"Smart talk might get you into the job, but only smart work will keep you in the job"***

**Moral And Legal Responsibilities Of Employers And Employees**

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## Johan V Campbell - The Corporate Healer

Certified POWER Practitioner

Life and Business Coach

### VISION

To be recognised  
as the world's leading provider  
of business and personal development systems.

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A professional speaker and trainer, Johan delivers exciting and empowering presentations, seminars and workshops. Using his diverse background to relate to key business principles, Johan enriches his content with insightful and dramatic illustrations, stories, and humour.

Johan has the ability to make the most complicated subject easy to understand and the most sensitive subject easy to deal with.

In the words of one delegate;

*"It's been said that a picture paints a thousand words, Johan's words paint a thousand pictures. You don't listen to Johan. You experience him"*

In the words of another delegate;

*"Johan gives us a genuinely original and inspiring way of understanding ourselves and our place in the universe. I was increasingly impressed and then converted by his learned explanation for society's competitive and self-destructive behaviour."*

More than thirty years of business experience provides a vast wealth of information and experience upon which he draws as a *professional speaker and trainer* in relating to his audiences. Each presentation is a "living work in progress" constantly evolving as new information is discovered.

Johan's workshops and seminars have been rated by virtually every delegate as the best they have ever attended and the results in terms of personal growth have been phenomenal.

*Johan's goal in speaking to each group is threefold:  
to open their minds, to touch their emotions, and to challenge their perceptions.*