



WORKPLACE MEDIATION

Workplace Mediation simply makes business sense. Conflict in the workplace takes up valuable time and can have a very damaging effect on a organisation.

- Reduced productivity.
- Increased sickness absence (most commonly for anxiety and depression).
- Negative effect on staff morale.
- Loss of talent, and resultant recruitment and re-training costs
- Managers firefighting rather than focussing on strategic corporate goals
- A detrimental impact on the individuals' career path.
- Damage to the organisation's external reputation

These are all issues which are bad for the bottom line.

Our mediation team can help you resolve difficult 'people' issues speedily and effectively; and then optimise working relationships and effectiveness for organisations, teams and key individuals, leading to greater success and wellbeing.

Workplace mediation is a perfect vehicle for encouraging an open and confidential dialogue at an early stage, to avoid the conflict escalating. External mediator who is 'neutral' can bring a fresh approach and help calm tensions and facilitate ways of working together after 'issues' have arisen.

There are no strict rules for when to use Workplace Mediation. However, the following situations tend to respond well to this approach:

- Hostile relations between colleagues
- Entrenched negative line manager- employee relationships
- Clashing styles of communication and personal values
- Reintegrating an aggrieved employee back into the workplace
- Disputes at board level- between trustees or directors

An organisation's people are usually their most valuable resource, and the key to its success. Mediation has the following benefits:

- Parties stay in control of the outcome.
- The issues can be kept private.
- The relationship required beyond the conflict can be rebuilt.
- It is a quick resolution method (but it is important that the resulting agreement should be sustainable).
- It is less stressful than formal company procedures.
- It is cost effective.