

Workplace Mediation

Resolving Conflict, Strengthening Working Relationships



Resolving Workplace Disputes

PEOPLE WHO SPEND TIME WORKING TOGETHER ARE BOUND TO ENCOUNTER CONFLICT FROM TIME TO TIME. RELATIONSHIPS CAN BE PUSHED TO THE LIMIT THROUGH PERSONALITY CLASHES, DIVERSE VALUES, OR DIFFERENT EXPECTATIONS OF ONE ANOTHER.

Mediation repairs and restores people's working relationships.

By investing some time early on in a dispute, organisations have realised that a significant long-term saving will result, when formal processes are ultimately avoided. HR professionals and employees alike can benefit from the voluntary, confidential, quick, and without prejudice nature of mediation.

Choose UK Mediation to provide you with a highly skilled and experienced mediator. We set the standards for mediation practice in the UK, and pride ourselves on the quality of mediation service we can offer you

The ACAS Code of Practice encourages the use of the 'quiet word' and of the greater use of mediation for resolving workplace disputes.

"It has had a positive impact on our employee relations."

- Samantha Birkett, HR Manager,
Liverpool John Moores University

Where workplace mediation is most likely to work:

- Personality clashes
- Communication problems
- Difficulties arising from re-organisation or re-deployment
- Issues over management style
- Perceptions of unfair treatment
- Early stages of Dignity at Work claims
- Pre-formal stages of the grievance process
- Allegations of harassment, bullying and discrimination

How mediation will save you time and money:

- People's working relationships are preserved and often improved
- Distraction, expense & delays of formal action are avoided
- Costs are kept to a minimum
- Staff can be retained, and new training needs may be identified
- Even if mediation is unsuccessful, the employer has conformed to legislation by offering it

Save on the delay, expense, and distraction of formal action by using workplace mediation.

"It is clear we are not mediators, but that we need the skills in negotiating"

- Manar Matusiak, Managing Director.
Living Autism

"As a manager I can use it with my client group as well as my impartial staff."

- Daphne Pratt, Team Manager.
L.B. Barnet

Please get in touch to talk to a case manager in complete confidence

 **HEAD OFFICE** | **LONDON OFFICE**
8 GREEN LANE | GOLDEN CROSS HOUSE
BELPER | 8 DUNCANNON STREET
DERBYSHIRE | LONDON
DE56 1BY | WC2N 4JF
 01773 829982 | 0203 633 4882

 WWW.UKMEDIATION.NET
 ADMIN@UKMEDIATION.NET