



# Resolving Workplace Disputes With Mediation

## Mediation repairs and restores people's working relationships.

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, a difference in values, or through their expectations of one another.

By investing some time early on in a dispute, forward-thinking organisations have realised that long-term savings can be made when formal processes are ultimately avoided.

In this regard, both HR professionals and employees alike can benefit from the voluntary, confidential, quick, and impartial nature of workplace mediation.

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

### Mediation is...

- Quick
- Confidential
- Informal
- Cost-effective

### Perfect for...

- Resolving disputes quickly and effectively
- Saving time and money
- Cutting out the need for formal processes
- Keeping matters private and contained
- Improving operational procedures

## About UK Mediation



UK MEDIATION

**Founded in 1999 by Dr Mike Talbot, UK Mediation has come to be recognised as the leading provider of mediation services and training.**

UK Mediation uses only the most experienced mediators, with specialists in workplace, neighbourhood, family, commercial, complaints, tenancy and medical mediation.

Find out more at [www.ukmediation.net](http://www.ukmediation.net)

# Workplace Mediation

## Types of disputes that workplace mediation can address:

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

## How mediation will save you time and money:

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



“ Mediation has had a positive impact on our employee relations.

**Samantha Birkett**

HR Manager

Liverpool John Moores University

## ANY QUESTIONS?

If you would like to discuss workplace mediation in more detail, or if you have any concerns about how the process works, you can call or email one of our experts:

0800 772 0778

[hello@ukmediation.net](mailto:hello@ukmediation.net)