

Mediation and Conflict Resolution



Why?

To resolve disputes quickly, confidentially and very cost effectively so that people can improve working relationships now and for the future. As external mediators we are impartial and trustworthy bringing credibility to the process, with an increased potential for parties to enter the mediation voluntarily.

Current UK legislation [Employment Act 2009] allows for a 25% increase in costs awarded at employment tribunals if mediation or some other form of alternative dispute resolution has not been used.

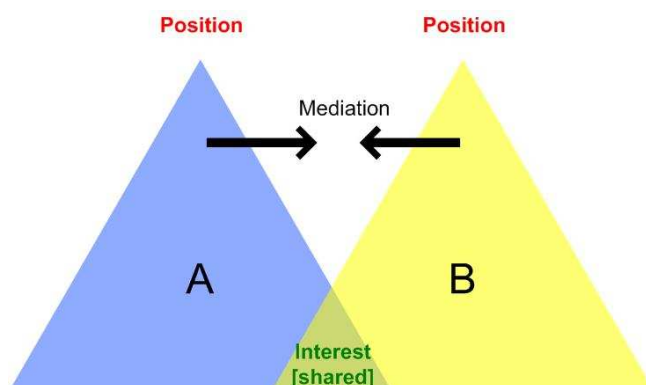
Who?

People who need to continue to work together or work alongside each other:

- Leaders working in collaboration with fellow leaders
- Managers effectively managing their team
- Colleagues working on a project or sharing their work space and/or resources

How?

Work place mediation is a structured process whereby we as the impartial mediators facilitate communication between those in dispute to come to a mutually acceptable solution. We ensure a safe environment in which both parties have the opportunity to outline their perspective and express their feelings. The process ensures that the parties are able specify the issues and together agree upon realistic and long term solutions.



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Mediation moves the parties A & B from discussions or posturing of 'positions' through open dialogue to 'interests' so that shared interests and win/win solutions can be found