

Think Mediation

For more information on Mediation services and a simple, constructive and effective way of dealing with:

Tensions at work;

Personality clashes;

Negative behaviour;
or

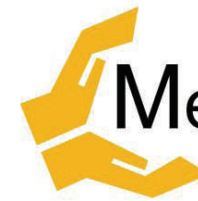
Other workplace
related disputes
please contact

Mark on
07725925123 or

Email mark@mediation-uk.com



***Don't forget
Mediation is another
tool to resolve
workplace disputes***



Mediation-UK

**Confidential
Impartial
Resolution**

Phone: 07725925123

Email: mark@mediation-uk.com

Mark Crake

Mark Crake

Independent Mediator

Workplace Mediation

Even the most employee focused of organisations and employers will occasionally find that tensions arise between staff of varying levels.

When they do occur, if they are not resolved promptly, the negative attitudes can and will create an unpleasant and unproductive working environment.

This can result in a reduction in productivity and lessen the success of your business.

Businesses can find absence rates rise and that there are increases in grievance and discipline cases.

Workplace Mediation provides a cost effective, straightforward, confidential and non-threatening method for resolving these difficult situations which can avoid costly employee disputes.



Valuable time lost

What Is Workplace Mediation

Mediation is a method for resolving workplace disputes and conflicts. It is a completely voluntary, informal process, outside of the grievance and disciplinary procedures and is totally **confidential**.

The mediator meets separately with the parties and explains the process fully to them. Then listens to their concerns, explores the issues and prepares them for the next stage. This will be a joint meeting. Here they will discuss their concerns and work on solutions for rebuilding a realistic working relationship. It is forward facing and agreements are confidential.

Why Use an External Mediator

When working relationships break down an obvious consequence is a lack of trust. Frequently, despite best efforts, internal mediators are viewed with suspicion and seen as 'beholden' to their employer. Using an External Mediator overcomes this hurdle and it is particularly relevant if the dispute is between a supervisor and staff.

Mark Crake — Mediator

Mark is an ACAS trained Workplace Mediator who has 30 years of conflict resolution experience. He has been a senior manager in the Public sector and a General Secretary of a 'Union'.

This has given him invaluable insight into the many sides of dispute resolution and he has a thorough understanding of the complexities that can arise.



Over 80% of mediations result in satisfactory resolution

Mediation-UK

Phone: 07725925123

Email: mark@mediation-uk.com