



Managing personal health
and corporate wellbeing.



Mediation Services

Mediation is a voluntary process in which two or more parties involved in a dispute work with an impartial party, the mediator, to generate their own solutions in settling their conflict. With mediation there are no winners or losers: it is about finding a solution that works for both parties.

By helping individuals to identify their needs and clarify issues, mediators will not advise those in dispute but help all parties involved identify the conflict and reach a mutually desired outcome through effective communication.

Here are just a few of the Benefits of using our **Mediation services**:

- We provide **impartial third party intervention** with professional resources.
- **Conflict Resolution** is a flexible process designed for a number of different workplace situations to resolve problems and disputes through mediation. It can be used to support management by tackling the issues and concerns that can so often destroy the spirit and confidence of a company, if they're not dealt with at an early stage.
- **Quick mediation set-up** in order to handle conflict in early stages to avoid escalation. Workplace conflict affects other colleagues' performance and staff morale, not just the parties in dispute.
- Studies have shown that mediation is **more cost-effective** than going to tribunal or conducting an internal disciplinary procedure, both in terms of direct costs of management time and legal fees and indirect costs of absenteeism, low morale and damage to reputation.
- We bring everyone affected by the problem together with a **trained professional**, who will work with them to find a mutually acceptable agreement by developing interaction and channels of communication between all of the individuals involved.
- Our workplace mediation and group session approaches can **tackle bullying and harassment** issues, providing staff with the opportunity to look at their behaviour and relationships in the workplace.

"One of the most positive pieces of professional development I've ever encountered. I really found it helpful." Company Client participant after undertaking mediation services

"Understanding the psychology of conflict has really helped us be more positive going forward."
"I feel much more confident about managing conflict in my team." Managers after undergoing mediation training

If you want to know more about mediation and how it works, or would like to arrange mediation, please call us on 0845 2222 208.

Call Manage Health now or email us to discuss your wellbeing requirements and see what benefits we can bring to your organisation.

t 0845 2222 208 e info@managehealth.co.uk w www.managehealth.co.uk