

Mediation

Creating Corporate Harmony

Conflict is a part of being human. We can't avoid all conflict; it is everywhere and sometimes it is necessary and productive to move us from the staleness of the status quo.

However, many organisations and individuals can find conflict hard to deal with and not dealing with it effectively can have huge costs, both financial and emotional.

What is Mediation?

Mediation is a form of Alternative Dispute Resolution (ADR) where an impartial mediator helps people in dispute find a solution without going to court. If your dispute is already in court, it can help to bring closure more quickly.

Mediation resolves disputes with discussion. Advice or decisions are not imposed; instead mediation is about helping the parties to communicate, to find their own solutions.



At a glance

Mediation makes good business sense!

- **It's quicker, cheaper and less stressful** than going to court
- **You're in control** – its voluntary and you decide on the outcome
- **It's confidential** – you avoid the publicity of a court case and you can decide what the mediator tells the other party
- **It gets results** - Mediation takes hours, not months – you can get results in a day, saving you time and money

Where can you use Mediation?

Virtually where any conflict arises, mediation can be used.

Our range of services are designed to respond to specific problems that have already arisen in the workplace.



Mediation for the employer

Complaints from employees, disagreements between you and an employee or disputes between two employees can all prove costly for your business.

Conflict at work can lessen productivity and, if taken to a tribunal, costs time and money and can damage the working environment.

Think of mediation as an in-house service, an early stage to avoid situations escalating, there to be used before anyone starts talking about court/employment tribunal claims

Mediation for the employee

Dissatisfaction at work causes stress and the worry of the cost and time involved in a lengthy employment tribunal/ court case is very real.

If as an employee you're in dispute with your employer or another employee, you may feel that going to a tribunal is your only option, but mediation can provide an alternative to resolving the dispute





How Mediation can help

- mediation avoids the cost and time involved in a tribunal
- it provides a neutral forum for both parties to air their views
- it gives you the power to negotiate a solution, rather than placing decisions in the hands of the court
- mediation is non-confrontational, and finding a mutually acceptable solution can help both parties to retain good working relationships and may even strengthen them
- unlike a court case, mediation is totally confidential, protecting the reputation of both the individuals and the organisation
- it gives you the chance to prevent disputes escalating. The non-adversarial format gives all parties the chance to have their say and offers a forum for productive negotiation and settlement.



About us

We pride ourselves in offering an extremely high calibre of mediator across the United Kingdom. Our Panel of Mediators reflect a wide range of skills from many different fields. We believe that in order to provide a comprehensive mediation service it is essential to have a team of mediators fully reflecting a multi – disciplinary approach.

Our panel includes:

- Barristers and solicitors experienced in general and commercial litigation and in specialist areas of dispute such as:
 - Property
 - Family
 - Major commercial contractual claims
 - Building and construction
 - Professional negligence
 - Employment
 - Company issues
- Businessmen, including those with experience in major industries at board level and management consultants

Our mediators are:

- Hand-picked following our strict criteria for selection to our panel.
- Not simply pass ported to instant availability by reason of their qualification as a trained mediator.
- Obligated to adhere to our very strict Code of conduct, incorporating the EU Code of Conduct.

What Next?

Our mediation services are designed to assist organisations of all sizes to overcome challenges commonly faced in the field of commerce and human resources.

To find out more about how our mediation services can assist your organisation **please contact us at info@junglehr.com or call us on 07970 778874.**