



## Mediators and mediation that are right for the job.

### Mediation that's fit for purpose

Our network of talented associates brings a wealth of mediation experience, working with individuals and groups faced with many different reasons for disagreement or reaching an impasse.

Mediation means different things for different people and may be accompanied by other forms of alternative dispute resolution (ADR) such as conflict coaching.

Given that there are many different forms of mediation, ranging from facilitative through to judicial mediation, not to mention a wide range of other options that might be best suited for particular needs, we believe that it's essential that a little time is taken to determine which form of ADR is likely to be most appropriate for any individual dispute.

In some cases, we suggest that a mix of interventions may be relevant, for example, providing coaching for individuals on a one-to-one level

ahead of a possible mediated meeting. In other circumstances, co-mediation may be suggested.

By applying the most appropriate help according to need, we are able to help ensure that resolutions are sustained and that the risk of grievances re-emerging between individuals are minimised.

### Matching people

Our associates are properly qualified to act as mediators, accredited by prominent institutes and committed to our strict ethical code. Having different personalities, styles and backgrounds, we are usually able to propose a number of candidates who might be suited to a particular need.

We always take time to ensure that mediation is likely to be appropriate for the circumstances that a client wishes to address.

We've been involved in mediating high profile disputes between organisation power brokers, achieved closure on some conflicts that had resulted in repeated appeals, and

facilitated on complaints that were motivated by complex underlying reasons.

However whatever the nature of a dispute, mediation has the aim of resolving a positive way forward for the individuals or groups involved. In every case, it's vital that an appropriate approach is taken.

### Next steps

To discuss how we might be able to help you address a live dispute, please call us for a no-obligation conversation. We'll talk through possible options, suggest possible associates whose profiles might be suited to the need, and do our best to answer any questions that you may have. We're also always happy to talk to organisations that may not have an immediate need for help but who want to informally talk through the possibility of forming a relationship with a conflict management specialist that they may quickly call upon when the need arises. We look forward to speaking with you.



The Janus Partnership provide specialist dispute resolution services, training and consultancy for managing conflict at work. We offer mediation, conflict coaching, grievance investigation and advisory services to help organisations resolve workplace disputes and to ensure that differences are channelled constructively. Our range of training courses is aimed at helping HR generalists and line managers become more effective at managing and containing conflict, as well as being suitable for coaches and mediators.

**PLEASE CALL +44 (0)20 7870 1080 TO FIND OUT MORE.**