



Workplace Mediation

*Resolve conflicts.
Rebuild relationships.*

Conflict is an unavoidable and inherent part of the workplace, but its impact can be effectively managed.

When differences in beliefs, values, or priorities collide in high-pressure environments, conflict can arise. The crucial aspect of conflict resolution lies in proactively intervening before situations worsen or draw in additional

individuals. Through professional mediation, we identify the root causes and guide parties towards a collaborative resolution. Our approach helps individuals regain harmony and find common ground.

[Find out more](#)

Aim: To provide effective conflict resolution and mediation that empowers individuals, restores trust, and promotes a positive work culture. We strive to create a supportive environment where open dialogue and understanding thrive.

Mediation Service Overview

Our comprehensive services encompass a pre-consultation phase, followed by post-consultation activities, allowing us to gain a holistic understanding of the situation:

- **Initial consultation call:** Our mediators connect with the referring Manager to gain insights into the situation to tailor our approach to your specific needs.
- **Individual pre-mediation calls:** Confidential individual sessions allowing participants to express concerns, emotions, and perspectives, guided by experienced mediators.
- **Continued Support and Guidance:** Following the pre-mediation calls, we hold a follow-up consultation with the referring Manager to ensure that we have a comprehensive understanding of the situation and are fully prepared to facilitate the mediation process.
- **Seamless Scheduling:** We take care of all the logistics, promptly booking the mediation dates that work best for all parties.
- **Venue options:** The choice is yours – either the referring Manager can arrange a suitable venue, or we can arrange online mediation for convenience and flexibility.
- **Mediation day:** The highly anticipated mediation day arrives, bringing together the parties involved. Our skilled mediators create a supportive atmosphere, and facilitate open dialogue, encouraging active listening, and promoting effective communication.
- **Final consultation:** We address any remaining concerns, answer questions, and provide guidance for moving forward, together with the referring Manager.



Why choose BHSF Workplace Mediation?

Our expert mediators have a high success rate in Workplace Mediation, both in the public and private sectors, drawing on their backgrounds as trained counsellors and psychotherapists. They excel in quickly building relationships and resolving complex issues. Our mediators adhere to a code of conduct, valuing equality, diversity, and confidentiality and are members of professional bodies, such as BACP and UKCP.

bacp | Accredited Service



Contact our enquiry team on **0121 629 1165**
or visit: www.bhsf.co.uk/mental-health-consultancy