

Workplace Mediation & Conflict Management Coaching



Weaving Two Worlds

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“I will, from this day strive to forge togetherness
out of our differences.”

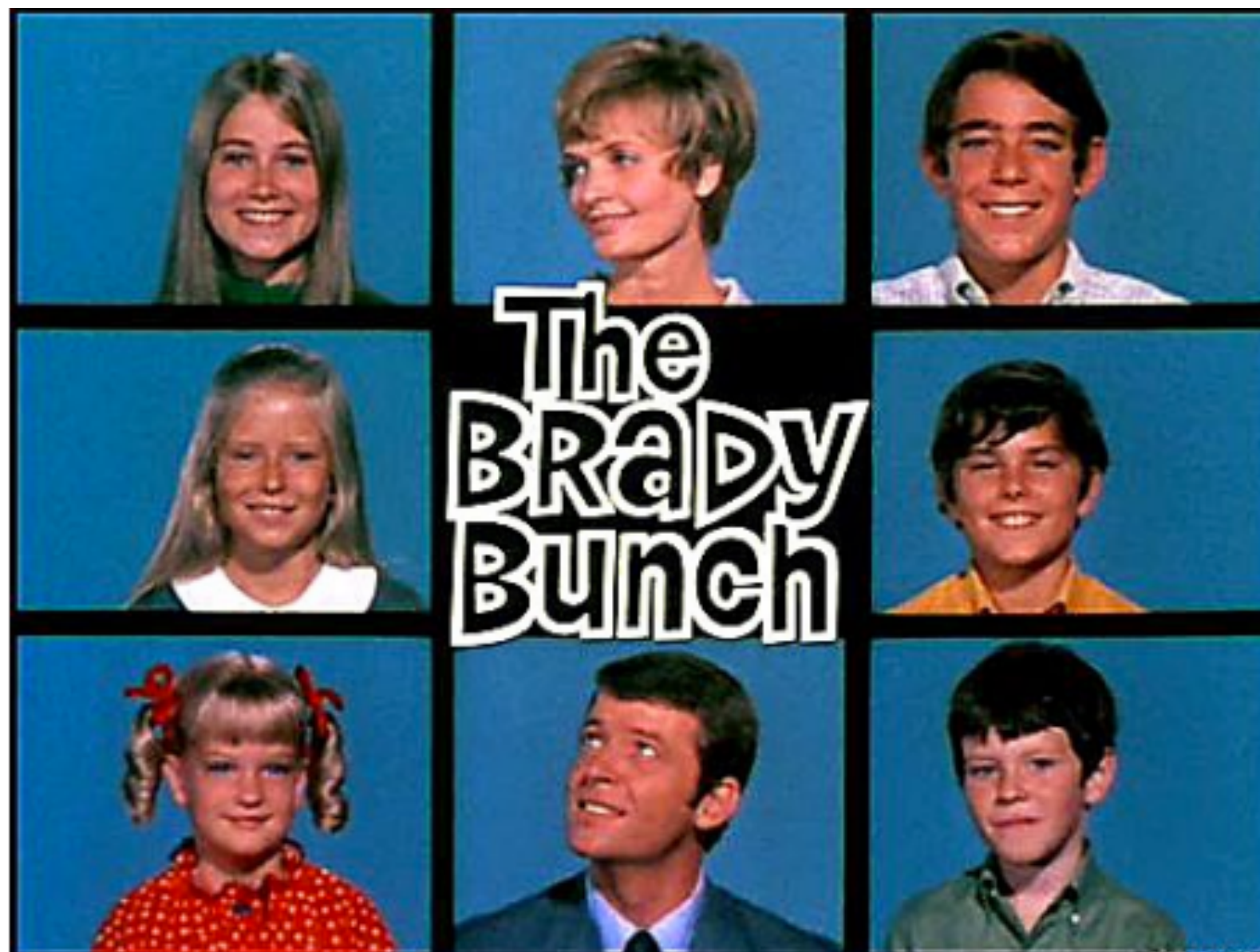
—Josefa Illoilo

Differences + Examples
= Opportunities

A composite image showing the Earth from space. The sun is rising over the horizon, creating a bright, golden glow that illuminates the Earth's surface. The sky is a deep, dark blue, and the Earth's surface is a mix of dark blue and green, representing the oceans and landmasses. The text "In the beginning..." is overlaid in the center of the image in a white, serif font.

In the beginning...

Stepfamily Mediation



1:1 Conflict Management Coaching

Workplace Mediation

- **Partnerships Disputes**
- **Manager/Employee Disputes**
- **Employee Disputes**
- **Family Run Business Disputes**



Where Mediation Falls Short...



**Conflict Management Coaching
Fills The Gap**

Differences

Conflict Management Coaching	Workplace Mediation
1 on 1 Private Sessions	Joint Sessions with 2 or more people
Involves a series of Coaching Sessions	1 pre-mediation session then scheduled joint sessions
I am your CHAMPION SUPPORTER	IMPARTIAL TOWARDS ALL PARTIES
Prepare for a difficult discussion or to generally improve communication/leadership skills	Prepare parties to enter into joint discussions - may include some skill management coaching

Example: How One Company Wove Mediation & Conflict Management Coaching Together



To Summarize....

Workplace Mediation

Quicker process
Immediate Issues
Collaboration



Conflict Management

Longer Process
Skill Building
Individual Goals

Interdependent Relationships