

Why Mediate?

"Human Resources has it covered" Or do they?
It's hard to be a prophet in your own land

Despite Human Resources having both time and skill, employees may not trust someone who is essentially a representative of the organization. Being on the outside of an organization will help dispel an employee's perception of bias.

"Work It Out" isn't adding another layer, but rather would fill an underserved significant need.

Additionally, a contracted dispute resolution option demonstrates the employer's commitment to improving employee morale by making employees feel that they are valued, and have a stake in the success of the department.

If employees have an opportunity to express their concerns, destructive actions such as filing EEOC/EEO charges can be minimized. Mediation enables employees to develop more productive ways of communicating with one another and can lessen breakdowns in communication.

Mediation provides an opportunity for managers and employees to better understand the role that their unique communication style may have played in contributing to the present conflict.