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Workplace Mediation at CMS - working together



2014

Workplace Mediation at CMS

Cost effective solutions

Workplace problems come in all shapes and sizes.

That is why the CMS employment team has developed a flexible workplace mediation service.

We offer all the benefits of an in house team without the set up costs.

Stress, absence, reduced productivity, formal grievances, are all symptoms of unresolved conflict.



Can I take this opportunity to personally thank you for your support and assistance, you have made what could have been a very difficult journey for me something which I am very confident can positively move forward. Recent Client Feedback

Why CMS?

Commercial mediations often involve a dispute which is conducive to a one-off solution. Workplace mediations are often different. Parties often need to find ways of working together in the future, which may involve behavioural changes and new methods of communication.

Our workplace mediation service is staffed by nine accredited mediators who include employment lawyers and experts in workplace relations. We understand the complexities of workplace conflict, where power, trust and communication are all key factors. We can help the parties develop their own solutions which are realistic and achievable.

We ensure that our mediators are independent and have not advised on any aspects of the conflict.

Cost

Our service offers you all the benefits of an in-house mediation service without the implementation cost or the time spent in administering it. Our service is fully flexible. We can offer full or part day mediations or shorter facilitated discussions to cater for a range of issues.

We will always provide fixed fees in advance to give you the certainty of knowing how much the mediation will cost.

Recent Credentials

- Employee returning to work after a period of absence following a grievance being raised against the manager.
 - Early intervention mediation where two colleagues working in close proximity were finding it intolerable to work together.
 - Employee returning to work having made a number of complaints against their manager.
 - Difficulties emerging between a new manager and a long serving employee arising from differences in communication style.
 - Team mediation where employees were provided with a staff survey and then worked through a conflict tree to identify the root causes of the conflict, and action plan solutions.
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The team

Our team of eight accredited mediators located across the UK are all experienced mediators and lawyers. We can meet tight timescales and provide speedy mediation assistance, where and when you need it.



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