

Mock Workplace Mediation



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solving problems



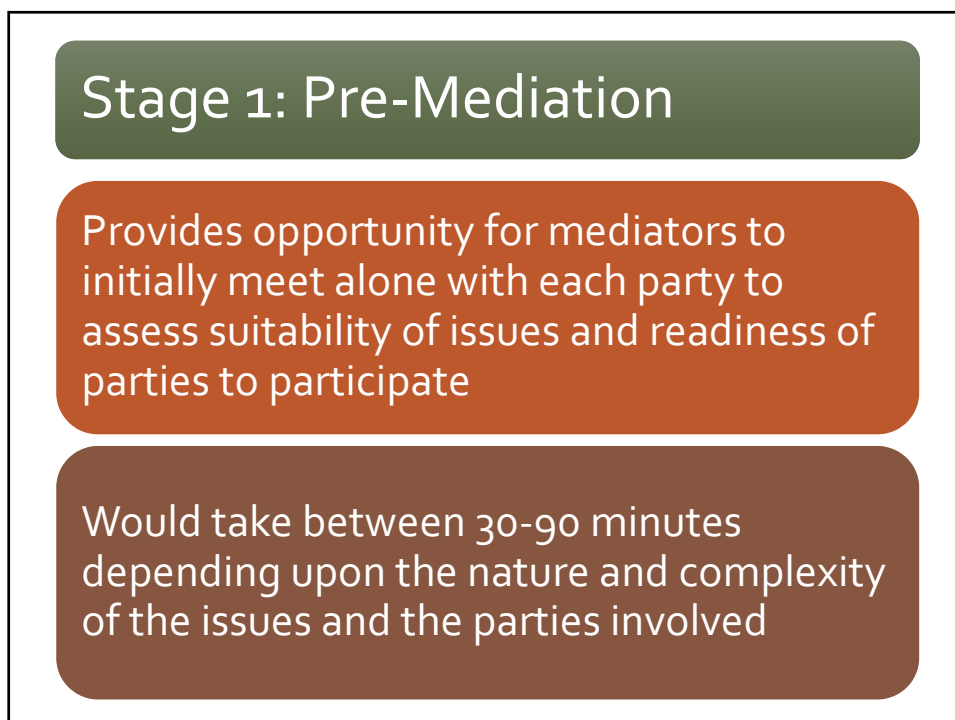
Welcome

Timings
2:00-4:00

Safety &
Fire

The
Process

Your Hosts



Stage 2: Mediation Starts

The mediation is always conducted using two separate rooms (or more if there are multiple parties)

Each party is met with again privately in separate rooms following the pre-mediation stage prior to bringing them together into the same room

Stage 3: Opening Statements

Mediators welcome the parties to the joint session and explain process

Each person invited to make an opening statement - uninterrupted

Stage 4: Identify Issues

Following opening statements parties are invited to enter into an open exchange

Parties are still polarised and have 'fixed positions'...

Parties are encouraged to begin the process of reframing their positions into needs

Stage 5: Negotiation

Once the issues have been identified, prioritised and reframed the parties are then facilitated to enter into a negotiation process with each other about options for resolution and how they can move forward

Stage 6: Agreements

If after negotiating the parties are able to reach a mutually acceptable way forward they are then facilitated to begin the process of preparing their agreement

All parties may choose to sign a mediation agreement or just have a verbal agreement

Stage 7: Follow-up

It may also be agreed that the mediators will meet with the parties after an agreed period of time to explore how their agreement is working and facilitate any problem-solving and provide positive feedback

Panel Discussion

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