See it, Say it, Sort It

How to Not Need Mediation

- Are you in a situation where you can see unhelpful, perhaps even potentially damaging behaviour happening either to yourself, within your team or the wider organisation?
- Do you feel that if you could say what you are seeing, in a way it can be heard and without adding fuel to the flame, you would do so and it would help?

A CIPD survey in 2008 found that mediation was a highly effective way of resolving conflict, second only to informal discussion between those affected. Early intervention is more effective and more cost effective than mediation.

Many individuals in organisations see and experience behaviour that is costly. It can result in poor communication and ineffective working; sickness and absence and even anger.

See it, Say it, Sort it is a programme which aims to start your organisation on a journey to deal with conflict early and effectively.

Venue/Dates: We set dates and venues in response to demand. Let us know if you would like to come.

Cost: The one day course costs only £199 inc VAT

Bookings: Call 01462 483798 or email info@3dcoaching.com to register your interest

By the end of the course you will be able to

- express your truthful feelings without upsetting someone
- talk to others and really feel heard
- have dialogue rather than argument
- pour oil on troubled waters and not set fire to it!
- work with disagreement without blame
- collaborate and negotiate to function well as a team
You’ll know you’ve got there because

- people will feel more valued and supported
- relationships will be healthy and mistrust will be in the open
- opposite views will be seen as an opportunity
- there will be communication with each other rather than gossip about each other
- you will understand your different communication styles better

So simple you will be see what you’re aiming for and believe you can do it. It will take time and practice to learn to be this simple.

Content:

There is an appropriate level of theory which draws on the experience and knowledge of the leading research in the field. Each course is individually modelled to meet the specific needs of participants.

Participants will use their real life situations and experiences to work through and practise a process of having powerful and effective conversations. They will learn through a mixture of whole group discussion, demonstration and small group work. The course will explore worse case scenarios and plan how to deal with them effectively.

The course is based the rigorous framework of the ICF coaching competencies and is led by experienced coaches and mediators. Therefore this course can stand alone or be used towards portfolio accreditation with the ICF for those wishing to take coaching further.

Who is this course for?

Anyone within an organisation needs to be able to see it, say it and sort issues as they arise. The course has relevance for anyone and is particularly useful for those who are in leadership and management positions where the organisation will have expectation of their accountability for resolution of problems.

Numbers:

There are a maximum of 12 delegates on each course so that there is plenty of mentoring and feedback.
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3D Coaching has been providing organisational and career development through top quality coaching, training, supervision and facilitation to leaders across all sectors since 1999. The added value we bring is that we are not afraid to say what we see, or to hold leaders accountable for the impact of their behaviour. All those who represent 3D Coaching share its values and understand its style, which is

- both challenging and supportive
- simple
- rigorous - based on sound theory, extensive experience and ongoing professional development
- sustainable
- fun

Our approach is experiential. We engage learners in working with their real and current challenges so that their application of new ideas, theories and models has an immediate impact for them, their team and your organisation. We aim to build on their experience and knowledge, with each participant moving on from where they are and no-one having to go back to where they’ve been.

You can also sponsor a tailor made course in your own organisation. For more details contact Lynn on 01462 483798 or email info@3dcoaching.com