

The background of the entire image is a solid teal color. In the foreground and middle ground, there are numerous thin, dark green stems of wildflowers. Each stem has clusters of small, bright yellow flowers. Some flowers are in sharp focus, while others are blurred, creating a sense of depth. The overall composition is clean and modern.

Clover

M E D I A T I O N

WELCOME TO **CLOVER MEDIATION**

Clover Mediation is part of Clover HR.

At Clover HR we know that you built your business to do the thing you love and are good at. You need to be assured that those on your team – those that you have employed - will also be giving their best to your business – just as you do!

Our sole purpose is to add value by supporting you to get the very best out of your team, so that you can drive the business forward and grow. Our Mantra of “do the right thing”, drives us to excellence, to exceed expectation, to never settle for second best and to have as much fun as we can doing what we love best.



CLOVER MEDIATION **ABOUT US**

At Clover we know that conflict can take up a lot of business owners and managers time, be costly and have a negative impact on employee wellbeing.

We have a team of trained, qualified HR mediators who provide professional and confidential mediation services to resolve workplace disputes without the need for formal legal proceedings. We have extensive experience reaching favourable outcomes in employment conflicts at all levels of the business hierarchy.

Our mediators are trained to create a safe space where the two parties can communicate their issues and be supported to engage in adult to adult interactions resulting in an agreement being created regarding how they will engage with each other going forward in order to resolve their differences.

Our team have worked with a diverse range of organisations across the majority of industries and sectors, successfully resolving challenging workplace conflicts. They are fully equipped to support you and your team to manage conflict in a positive way.

CLOVER MEDIATION

WHY MEDIATION

The main cause of conflict in the workplace is differences in personality styles and working practices leading to a lack of respect.

In 2020, the CIPD found that 35% of employees had experienced some form of interpersonal conflict from either an isolated dispute or ongoing difficult relationships in the past year.

Although most companies have a grievance policy and process, it creates an adversarial system that rarely gets to the root cause of the issue which is often due to a relationship breakdown and can polarise the parties creating a 'blame and litigation' culture. If things go badly wrong and an employee takes a case to a tribunal, the average cost to an employer of dealing with a tribunal is £20,000.

Unresolved conflict costs a lot more than just money. It leads to a decline in performance, increased absenteeism, decline in employee well being and it presents a threat to business effectiveness, reputation, customer experience, team working and competitive advantage.

An external workplace mediation service can help reduce and resolve the conflict between employees in your company or organisation and represents a speedy and cost-effective solution.



WHAT WE OFFER

Our workplace mediation services offer a non-adversarial system for resolving such conflicts and disputes. By addressing the cause of the issue itself, our trained mediators can not only spare you the stress, reputational impact and high costs associated with the legal processes but we can also help you avoid such disputes in the future.

We provide a workplace mediation service to companies and organisations across the UK. Our mediation process is a completely voluntary, confidential and empowering process, where parties agree on their own solutions by way of discussions facilitated by the mediator.

Our services are available and effective for handling conflict between every level of employee including Directors and Heads of Departments.

Mediations can be arranged and provided quickly, with an initial consultation and facilitation for agreement to mediate. We will conduct initial meetings with both parties involved then facilitate and mediate a joint meeting where an action plan will be agreed.

Our mediations usually take place over one day and we will provide follow-up support for six months following the mediation. We want you and your employees to thrive in an environment where conflict is dealt with constructively.



**INITIAL
CONSULTATION**



**AGREEMENT
TO MEDIATE**



**INDIVIDUAL MEETINGS
WITH BOTH PARTIES**



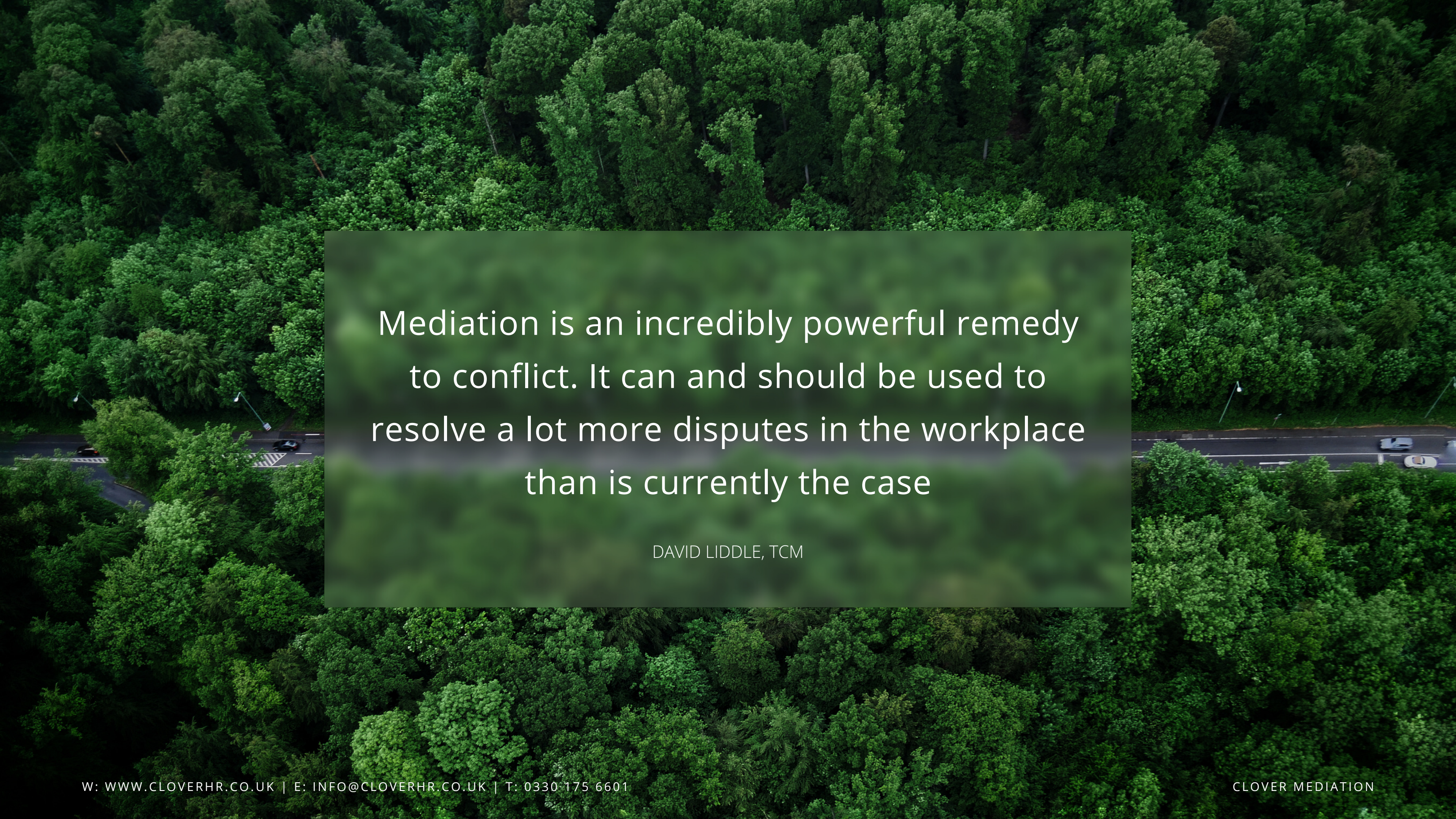
**JOINT MEETING WITH
BOTH PARTIES**



**AGREED ACTION
PLAN**



**FOLLOW UP
SUPPORT**



Mediation is an incredibly powerful remedy
to conflict. It can and should be used to
resolve a lot more disputes in the workplace
than is currently the case

DAVID LIDDLE, TCM

Clover

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