**WHAT IS MEDIATION?**

When two parties find themselves in dispute, they are very often unable to move forward. At times the emotions and feelings can dictate how the parties feel and it is difficult or impossible to talk through the elements of the dispute to reach any satisfactory outcome. Each party may feel aggrieved and believe they are not getting a hearing, or that no one is understanding their issues or position.

Mediation can often solve the problem and lead to a negotiated settlement, where an agreement is reached. The mediator has skills and experience that provides an environment where parties can speak and be heard, where listening to the other party is enabled and where the parties are given ways to create options about how to move forward. The parties to the mediation are in control the outcome. A mediator facilitates helpful communication, promotes understanding, assists each party to identify their own needs and interests, and practices creative problem-solving techniques to enable the parties to come to their own agreement.

The mediator does not offer advice or give direction concerning what outcomes the mediator feels is appropriate. Instead the mediator guides the parties in coming up with options and processes on how to move forward. Mediation can often be successful if both parties are willing to find a resolution and participate in good faith. Mediation gives the parties control the outcome, the mediator controls the process. Mediation provides an alternative to the litigation route or other more formal processes. The kind of solutions are often more diverse than the remedies available in courts and tribunals.

More and more today people are looking to mediate a solution when confronted with a dispute simply because it is so much less costly than proceeding to court. The process can also be a lot quicker than a court proceeding. Often the courts will mandate that parties to a dispute seek mediation before a court case can continue.

In the workplace, within families, in neighbourhood disputes, trouble between siblings about an elderly parent, and many other scenarios can lead to conflict and dispute. The likelihood for conflict is a reality. Conflict can cause a great deal of stress, financial loss and lost time. While not every dispute may have a happy ending, ignoring any one of them can have negative consequences. Mediation could be the answer for your situation as you face conflict or dispute in any arena. (My accreditation as a mediator will allow me to mediate all disputes except court mandated Family law disputes). Please contact me if I can be of assistance to you.

Yours Sincerely

Craig Anderson

Owner Mediate-Me,

NMAS Nationally Accredited Mediator.

Bach. Elec. Eng. M. Min.Lead.