

Organizations Groups and Workplace

Serious or ongoing conflict where you work, volunteer or play can have a damaging effect on your well-being and on the ability of a group or organization to meet its goals.

MFR provides a range of services that help you and your group to prevent or manage conflict and improve performance. We can help to facilitate a resolution and help improve your communication skills and processes thus allowing your organization to get on with more important tasks.

We help ...

Groups

(such as teams, boards, departments, groups, clubs, associations, faith communities)

Individuals

(such as co-workers, managers, team leaders, board members, those in leadership roles)

Teams that are stuck or off-track because of internal disagreements

Disputes between employees, even those that seem unrelated to work

Organizations or groups going through major transitions or change such as re-organization

Supervisor – employee conflicts or misunderstandings over performance or behavior

Departments that need to work together but have differing approaches and goals

Mediation of sexual harassment or bias

Organizatons planning for change

Conflicts between managers that negatively affect others

Our Services

- Mediation - helps individuals in conflict discuss their concerns and make joint decisions in order to resolve disputes (working within the context of the organization's rules and norms)
- Professional Coaching - helps leaders work through difficult situations; help leaders improve crucial communication skills such as listening, questioning and giving and receiving feedback
- Facilitation and Planning - assists with planning and facilitation of meetings and retreats particularly where important or difficult decisions are being made
- Training - teaches skills in negotiation, problem-solving, communication, meeting management and dealing effectively with conflict
- Dispute System Design - works with groups and organizations to improve procedures and systems for resolving disputes
- Consensus Building and Large Group Conflict - processes for addressing the "big picture" involving policy or other changes affecting the community or multiple stakeholders

Need help deciding?

Sometimes it can be difficult to decide which is the right tool or service to use and when is the best time to use it. Contact Us for help in choosing the right process for your circumstances.

Cost? Fees vary for each service so visit the specific Service page above, for details.