

Conflict management and mediation

WHEN COLLABORATION HAS BROKEN DOWN

An external and neutral party for managers, HR and employees.



Create sustainable solutions

Conflicts affect people, the work environment and results. With the right support, you can resolve disagreements, restore constructive dialogue and create sustainable agreements. The intervention is adapted to your organisation, the current situation and the scope of the conflict.

How an assignment may be structured

- 1 Initial assessment**
We define the situation, needs and suitable support.
- 2 Mapping and analysis**
We clarify the conflict's background and causes.
- 3 Individual conversations**
Each party is given the opportunity to share their perspective.
- 4 Joint conversations**
I facilitate the dialogue and mediate between the parties.
- 5 Agreement**
We define responsibilities, ways of working and an action plan.
- 6 Follow-up**
We follow up the outcome and adjust the support if needed.

How the intervention can help

- Strengthens the work environment
- Improves collaboration
- Reduces costs related to sick leave, staff turnover and loss of productivity
- Increases psychological safety and job satisfaction
- Increases productivity
- Contributes to sustainable solutions



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CBT therapist, certified coach and organisational consultant. Over 20 years of experience in communication, relationships, leadership and change.

Do you need help finding a way forward?

Contact me for an initial conversation about the situation and what type of support would suit you.

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