

Can Mediate International

From Discord to Dialogue - Solutions That WORK!!

43 Oberon ST, Nepean, Ontario K2H 7X6
Tel: 613.298.8105

Email: rsirman@canmediate.com
Website: www.canmediate.com

CanMediate International specializes in helping leadership teams navigate the conflicts and challenges that can disrupt organizational success. By opening a window into the hidden dynamics in your organization, we can help you identify the patterns that are creating conflict, draining productivity and morale and negatively impacting your success. Our objective is to help you 'renew' your workplace to create a healthier more productive and profitable workplace. Our programs, consulting and keynotes are customized to meet your needs and objectives.

Conflict costs! The negativity and distraction it creates can increase stress and frustration leading to absenteeism, recruitment and retention issues and increased health and safety issues. No two organizations operate in the same way or have the same challenges. Our consulting, training, coaching and mediation services are customized for each client to help organizations manage their complex relationship challenges, find the root causes of conflict and 'dysfunction' and create sustainable solutions. We bring our skill and experience to help groups see beyond the obvious, making the links between organizational structure and culture, intricate relationship dynamics and the resulting discord which can impact your ability to get the job done.

Our team are leaders in the fields of Alternative Dispute Resolution (Interest Based Mediation, Negotiation and Group Facilitation), Organizational Renewal, Training, Speaking and Presenting. We are skilled at engaging management, employees and unions in working together to resolve complex issues. We have supported a wide range of organizations; commercial businesses, government departments, communities and volunteer groups, from locally to globally, transcending nationalities, races and religions, helping people to understand the dynamics of their situation and leveraging their conflicts to produce a healthier, more productive and often happier environment.

We are committed to reducing your dependence on us by sharing our knowledge and skills to build capacity in your team. We do this through formal and informal training, coaching and experiential learning in conflict management processes and organizational renewal initiatives. And when necessary we will work with the team to resolve conflict and repair the harm that has occurred. Throughout our goal is to support people in developing practical and innovative solutions to the complex problems that are keeping them awake at night.

Our Company Mission, Values and Beliefs

Our mission is to help clients leverage conflicts to expose limiting beliefs, hidden blind spots and key patterns that can lead to solving symptoms rather than the actual problem. To accomplish this, we operate from the following set of values and beliefs:

- Conflict has tremendous leverage potential when its nature is understood and well managed.
- Individuals and organizations have hidden blind spots and limiting beliefs that can obscure the interconnections that are influencing the current operational reality
- Individuals and groups have the capacity to resolve even very tough challenges, given the appropriate skills, supports, and processes that are well set up and well run.
- We want to build capacity within your team to create relevant, practical, achievable solutions that are workable for your organization, Our personal, professional and company integrity is one of our greatest assets
- Laughing together can help...
- This is not about us – it is about you, our client and what your organization needs.

Our Working Philosophy

- We work in a professional, confidential, open and transparent manner.
- We work from an organizational and relationship systems perspective.
- We strive to build capacity in teams and organizations.
- We will give you our honest professional opinion about your particular situation and share any concerns we have about the direction being taken
- We encourage clients to explore all of the contributing factors in a situation.

Our team

Our international team members are Ruth Sirman, Michael D. Lang, Maureen Gauci, James Musgrave and Yvan Dion

We have the ability to work in English and French

Services Offered

- **Executive and senior management team coaching**
 - Conflict pattern assessment
 - Organizational systems coaching and training
 - Individual and group contribution coaching
- **Informal Conflict Management Processes**
 - Partnered Workplace Renewal Processes™
 - Workplace Assessments
 - Mediation, Multiparty, Group Intervention Processes (up to 1000 people)
 - Workplace Intervention Conferences
- **Group Facilitation** – for small and large groups, meetings and professional development sessions
- **Conflict Resolution Coaching** – supporting clients in one on one session's to develop strategies with the maximum potential for success in addressing difficult situations.
- **Professional Workplace Interaction Program™** – specialized coaching / consultations in situations involving poor choices, problematic behaviour, harassment, discrimination or disciplinary action where constructive changes are needed.
- **Organizational Systems Consulting** – analysis, training and support in creating organizational systems that work well together, address complex issues and create sustainable change
- **Creating Healthy Workplaces (and teams)** – specific processes designed to build capacity in teams to handle difficult situations, improve interactions and create healthier workplaces
- **Customized Training Programs / Retreats / Professional Development in the areas of:**
 - Interest Based Professional Mediation
 - Principled Interest Based Negotiation
 - Power to Resolve Program™ - 5 Module Conflict Management program
 - Creating Organizations that WORK! - The Link Between Conflict, Success and Profitability™
 - Organizational Systems Dynamics
 - Team Dynamics
 - Creating Healthy Workplaces
 - Communication Skills
 - Understanding Interpersonal Relationships / DISC
 - Harassment Awareness
 - Customer Service
 - Change Management

CanMediate is dedicated to helping clients achieve their goals and objectives and creating workplaces that WORK! We look forward to partnering with you.

For more information on CanMediate International and our services, please call 613.599.8177 or go to our website at:

www.canmediate.com