

CanMediate International

From Discord to Dialogue - Solutions That WORK!!

E: info@canmediate.com

T: 613.298.8105

W: www.canmediate.com

What is a Partnered Workplace Renewal Process™ (Workplace Restoration)

When a group is struggling with multiple issues and conflicts that have created a culture of negativity, toxicity and ongoing (or recurring) conflict it can seem that nothing is working and even that it's hopeless. Our Partnered Workplace Renewal Process™ is designed to navigate the complex factors that are creating these challenges for you and your team.

This is a customized Three Phase process where we partner with you to understand the situation through a Workplace Assessment / Diagnostic (Phase 1) with feedback to management and the group, followed by a discussion of the options for moving forward. Phase 2 is to actually conduct the work agreed to by the group at the end of Phase 1. Phase 3 is the implementation and follow-up. NOTE: A Workplace Assessment should never be a "stand-alone" process! It is part of an integrated approach and serious escalation can occur if there is no follow through! A well done Assessment can help you ensure that you are investing time and \$\$ in addressing the issues that need to be addressed... and not putting a band-aid over an abscess!

Fundamental principles of this process:

- Management retains the full decision making role during the process
- Employees are consulted at key stages and are invited to provide input into the process
- Unions and HR are welcome participants throughout the process.
- The overall process works best when it's voluntary for everyone but supported and encouraged by management
- We do not tell people how to solve the problem – our role is to help the group figure out what will (and won't) work – and then help people to do it.
- If we believe that the choices being made will create problems we will tell you...
- If you believe that we are missing something, we ask you to tell us...

Phase 1 Workplace Assessments:

A workplace assessment is an assessment and review of the current organizational reality using interviews, document review, analysis and feedback to the group with the objective of identifying:

- Areas that are working well;
- Issues that need to be addressed and contributing structural, systemic and personal factors;
- The readiness and willingness of those involved to work towards change.

Phase 2 – Process Design and Delivery

- Discussion and decisions with management and the group on 'the next steps'
- Development of a process or dispute resolution mechanism that will best suit the situation
- Preparation and delivery of the agreed to process(es) as determined by all participants

Phase 3 - Conclusion

- Implementation and follow up

Let us help you understand the underlying issues and dynamics that are driving what is happening in your organization and structure a process that can create 'Solutions that WORK!!™'

The help you needed yesterday... Today!!

Contact us at 613.298.8105 or info@canmediate.com

For a free 30 min confidential and no obligation consultation