

Family Reconciliation Mediation Training

December 4-5, 2009 (Friday-Saturday)
Springfield, MO on the campus of Missouri State University

“Why would an HR Professional attend Family Reconciliation Mediation Training?”

The CDR is pleased to offer advanced training in **Family Reconciliation Mediation** on Dec. 4-5, 2009 in Springfield, MO. This training will educate participants about the unique “Family Reconciliation Mediation model.” This conflict resolution model is specifically designed to address **prolonged, intense, and crisis conflicts among individuals with long-standing and deep relationships**. These types of relationships typically occur within families, but they also develop **within organizations, among co-workers, and between supervisors and staff**.

The unique design of the Family Reconciliation Mediation model has been used to effectively address **personnel grievance cases involving long-standing relationships within organizations**. These types of conflicts are particularly difficult for HR and management to resolve through traditional processes and often become toxic and destructive forces that deeply impact the organization. Reduced productivity, employee health problems, absenteeism, and turnover may all result from these unmanaged disputes, which have the potential to drag on for months or years.

In contrast, the Family Reconciliation Mediation process is designed to allow participants to **quickly identify the key issues of the conflict as well as the core strengths of each person in the relationship**. The model focuses participants in such a way that they can often mediate many of the conflict issues within the first session while working to repair their relationship – something that is vital if they are to continue to work together within the organizations.

Your employees’ success, and your organization’s success, depend as much on the quality of the relationships among your staff as it does on how effectively they perform their tasks. By learning the Family Reconciliation Mediation model you will **add a valuable skill to your toolbox to address difficult conflicts between long-standing coworkers**.

Target Audience

The target audience for this training is mediators, professionals who work with families (including counselors, social workers, and court personnel), and human resource professionals. The training does not cover the basic mediation process, so attendees who have not had prior mediation training are recommended to also complete a basic mediation course (the CDR is offering this course in April).

About the Trainer

This training will be led by Sharon Bayus, MA, LPC, has over 20 years of experience in training and service provision and is the President and Lead Instructor Innovative Alternatives, Inc., an organization that has been training mediators in cutting edge applications and components of mediation for two decades.

Cost and CE Credit

The registration fee for this event is \$300 for those who register by November 16. CE credits are available.

To Register or for More Information

Contact the CDR at (417) 836-8831 or CDR@MissouriState.edu or visit www.MissouriState.edu/CDR for more information or to register. Register early to reserve your spot at this training event