



ROUTES TO RESOLUTION™

Routes to Resolution™ is designed to support the implementation of a Resolution Framework. The Resolution Framework replaces traditional discipline and grievance procedures. This course is designed to support the development of a Resolution Unit.

Our expert trainers equip delegates with the skills and strategies to identify the most appropriate route to resolution in each case. The options can vary from early resolution meetings, coaching, restorative conversations, mediation, or an investigation.

This unique course supports managers, HR and ER professionals and unions to develop awareness of options available to people in conflict in organisations, and when different routes are most appropriate. It also helps them to develop the skills required to support individuals involved in complex and challenging workplace issues.



OBJECTIVES

Participants benefit from attending this course in the following ways, they will:

- ✓ Understand how the Resolution Framework works, and be able to explain each of the various routes to resolution now available.
- ✓ Learn how to build rapport and trust with the parties.
- ✓ Develop active listening and questioning techniques.
- ✓ Use the TCM Resolution Index to identify the most appropriate route to resolution in each case.
- ✓ Understand how to identify the conflict issue e.g. sickness absence, performance, grievance and the underlying needs of each party in the conflict (including psychological, procedural and substantive).
- ✓ Develop skills to handle strong emotions.
- ✓ Understand the influence of impartiality and neutrality (including unconscious bias).
- ✓ Understand the value of empathy and how to develop and use it.
- ✓ Learn how to manage expectations, overcome objections to mediation and secure a commitment to mediate.



WHO IS THIS COURSE FOR?



- All HR Professionals
- All ER Professionals
- All Managers
- Union and Employee Reps



DELIVERY

Routes to Resolution™ - Online

An 8 hour programme delivered online, facilitator led, over 2 days.

Routes to Resolution™ - Classroom based

2 days at the TCM Academy or delivered in-house.



BLENDED LEARNING

All delegates receive 12 months follow up support to help them to embed the learning.

This TCM Blended Learning programme incorporates pre and post course learning to support participants' development of knowledge and skills. All delegates receive 12 months follow up support to help them to embed the learning. Participants can develop peer networks through interaction before during and after the programme to share knowledge and resources. In-house programmes can be customised to include:

- ✓ Coaching
- ✓ Team development
- ✓ 360 degree feedback
- ✓ Personality Profiling

This course can be complemented with training to support mediation skills, either our accredited mediation training National Certificate in Workplace Mediation™, Practical Mediation Skills or Core Mediation skills courses to develop a cohort of trained mediators, or to enable managers to have the skills to handle conflict within their own teams effectively.



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GROUP

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