

## ALTERNATIVE DISPUTE RESOLUTION STRATEGISTS



## OUR APPROACH

Workplace Alternative Dispute Resolution (ADR) consists of a variety of approaches to early intervention and dispute resolution. Many of these approaches include the use of a neutral individual such as a mediator who can assist disputing parties in resolving their disagreements. ADR increases the parties' opportunities to

resolve disputes prior to or during the use of formal administrative procedures and litigation.

RAG Strategists uses three forms of ADR being, early neutral evaluation, facilitated negotiation and mediation.

It's a fact of life that disputes occur in the workplace. Sometimes we can resolve them ourselves and at other times, we

need to work through official channels, such as a pre-agreed to project workplace ADR framework.

### OUR SERVICES INCLUDE:

- NEGOTIATION STRATEGIES
- WORKPLACE MEDIATION
- EARLY NEUTRAL EVALUATION
- ALLIANCE MANAGEMENT
- SPECIALIST WITNESS

## THE NEED FOR ADR

The benefits of resolving issues under RAG Strategists ADR program:

- Promoting a healthy employment relationship by including the parties directly in designing an early resolution to their workplace problems
- A mediation can be set up quickly and in any location of the parties' choosing. Discussions need not only relate to the matters in dispute, but can encompass any aspect of the business relationship between the parties. A

mediator can recognise and promote common interests beyond the immediate issues of the dispute, to the mutual advantage of the parties. It thereby preserves commercial relationships and business confidentiality. This allows for reaching a solution quickly and therefore reduces costs.

- The mediation agreement generally provides that the process is confidential and discussions are conducted on a without prejudice basis. Conversely, litigation can

often attract unwelcome publicity. In short, a mediator can help craft a settlement based on principled negotiations using multiple options and objective criteria, avoiding any previous history of distrust or positional bargaining.

- Improving future working relationships
- Encouraging the parties to speak directly to each other rather than to a judge. Creating a Win-Win situation for both parties.

Our workplace mediation framework does not involve a series of ad hoc negotiations, but is rather a structured process. Notwithstanding the best efforts of lawyers acting on behalf of disputants in an adversarial system, they could never evaluate the problem in the same way as a third-party neutral. The mediator will control the negotiations by a series of meetings with the parties both jointly and individually, at his discretion.

RAG ADR works on a six-step process –

Step 1 - Case summaries  
Step 2 – Opening Session  
Step 3 – Shuttle Diplomacy

Step 4 – Private Meetings  
Step 5 – Joint Meetings  
Step 6 – Closure

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