

Mediation Principles

Objectives

The purpose of a mediation process is to resolve conflicts quickly and sustainably. Get a new perspective on your entrenched situation! I provide the necessary space for you to seek a binding solution – in a voluntary process – with the help of an impartial mediator. While working on your solution you explore constructive ways of cooperation for the future.

You open up new perspectives and possibilities for action under my guidance. I support you in going beyond the horizon of your current dispute. You will find new approaches to clarify the tensions and to solve your problems. You can try out what satisfactory communication and constructive conflict management can look like. Effectively develop your communication and conflict culture for professional, personal and private contexts. We will promote your profile, your mindfulness and an appreciative attitude.

Principles of Mediation

Under my guidance all parties involved have the opportunity to present their point of view. I accompany you in the process of finding a solution that is satisfactory for all, which is then recorded in writing. The conflicts are discussed with their background and the conflict partners are led to a joint solution. All **participants are responsible** for their own contributions.

Participation should therefore be **voluntary** – though few people would say it is their free will to participate – it's the burden of the conflict that compels us to go into mediation.

Successful mediation brings the conflict partners to the best possible outcome. We identify new and mutually satisfactory solutions because we work in an **open-ended process**. We analyse the demands that are raised and we look for new approaches which can be pursued **to mutual advantage**. As a mediator, I do not simply work neutrally. My task is to be **all-partisan**: I reach out to all parties and actively promote the benefits of all.

To find the best possible outcome for everyone, things have to be put on the table that were previously left unsaid. I therefore treat all information from the mediation process as **confidential**. I am not available as a witness in the event of any legal proceedings. I also advise you to agree that information from the mediation process may not be used in court by either party.