

Conflict Management

Conflict Arrangement - Mediation



Conflicts are part of working life. Conflicts are often the starting point for a positive development as well as innovations within the company.

Sometimes a conflict is difficult or even unmanageable. The consequences of unresolved conflicts affect the performance of people and organization. Communication and information exchange are declining, the achievement of goals in projects - which are already under time and cost pressure - is even more difficult.

In such situations, a professional mediation can facilitate conflict resolution.

Where we arbitrate...

Mediation / Conflict Arrangement...

- between employees
- between employees and supervisors
- between executives

Once conflict situations deescalate in such a way that no common discussion basis is found between the parties, mediation could make sense. The result of this can be reconciliation, a formal agreement or even a regulated separation.

Team- and Group Mediation...

- in conflicts in the team / project team
- in conflicts between teams
- in conflicts between companies (e.g. out-of-court dispute resolution in a project)

Conflicts within groups and between teams require special mediation. In doing so, not only the person as a single individual is brought into focus, but also socially connected. The interaction and conflict resolution skills within a team and also between teams increase by creating a new discussion basis.



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Alexander Kogler

- Is **registered mediator** at the Austrian Federal Ministry of Constitution, Reforms, Deregulation and Justice.
- Main areas of work: Mediation in and between project-oriented companies.
- Alexander Kogler is Managing Partner of Centerline Management Consulting. For more than 17 years he has been advising clients on the optimization of organizational structures, in particular in the areas of project management, project analysis, conflict management and special training in industrial plant engineering, mechanical engineering and automotive.

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