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## The Power of Mediation

“It’s a pity we didn’t have this discussion five years ago”. “It has taken five years of time and money to get to the real issue here – and it took a couple of hours today”. “We’ll take back what we’ve learned and make changes to make sure this doesn’t happen again....”

These comments, by senior commercial people in a recent mediation in Scotland, underline the power of a process used increasingly by businesses and organisations in Scotland, from some of the largest corporates to SME’s, professional firms and individuals. Scotland has been behind many other countries in utilising mediation to help resolve business disputes and differences. Now, we are catching up. Core Mediation, a division of the Core Solutions Group, has undertaken nearly 150 mediations in the past 4 years, most of them over the past 18 months. Most take a day or, at most, two.

The example above had reached an advanced stage in litigation. However, a mediator can be called in at any time: when negotiations in a business deal reach deadlock, when there is conflict in the boardroom or senior management, when differences arise in the development and implementation of policy, when a contractual relationship breaks down, when IP or IT rights are in dispute, when a planning proposal meets with objections, or when a solicitor, architect, surveyor or engineer is sued for professional negligence. All have been mediated in Scotland in recent months. Often lawyers are involved, sometimes not.

It has been said that ‘All it takes is a conversation’. It is reported that 80% of business disputes arise because of a failure to communicate effectively. In our example, the mediator provided the platform for a conversation, a bridge to help span the communication gap, drawing out the real issues and helping key people craft a commercially realistic solution. It did not need to take five years!

For further information, visit [www.core-solutions.com](http://www.core-solutions.com), call 0131 221 2520 or email [john.sturrock@core-solutions.com](mailto:john.sturrock@core-solutions.com)

Join us for “Out of the Box: Modern Approaches to Problem Solving”: 17 November.

