

# What is Conflict Coaching?



Sometimes referred to as 'one party mediation,' conflict coaching is a completely confidential service that allows you space to reflect on events and plan an improved strategy on dealing with current and potential future disputes.

Through one-on-one coaching, clients are able to reframe viewpoints and move away from unhealthy habits that often people are stuck in. It is not a therapy but it does focus on long-term solutions rather than providing a 'quick fix' to ongoing disputes.

Coaching may be difficult at times and we appreciate it can be a big step, but our coaches are on hand to answer any questions you may have about the process. We are completely independent and operate non-judgementally. Anyone can benefit from some coaching, so don't be afraid to get in touch.

## The conflict coaching process

One of our coaches will contact you for an initial conversation. Here, we can develop an understanding of your current situation and find out your goals. We then set up further conversations/meetings to undertake the coaching.

There is no prescribed amount of sessions needed, we work on a case-by-case basis. There is also no 'one-size-fits-all' formula to our coaching, so our coach will discuss the approach with you during the initial sessions as you go.

When the face-to-face sessions come to an end, that's when the work really begins! It is then down to you to implement the skills you learned in coaching to maintain a healthier approach when faced with any future conflict.

## How conflict coaching can benefit you

- It allows you to offload in a confidential, non-judgemental environment
- It equips you with life-long skills that allow you to manage conflict in a productive manner
- Sessions are tailored to your needs and so you can work towards your personal goals
- We provide support through ongoing conflicts, helping you to achieve the best possible outcome

## What we need from you

In order for conflict coaching to be effective, clients need to approach the sessions with an open mind and a readiness to move forwards. Sessions ought to be entirely voluntary and full engagement is necessary. Coaching also does not end when sessions with the coach come to an end, rather you need to continue to implement the skills learned. Coaching provides new life-long abilities and so once we have provided you with the tools, you need to use them!

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