



CONFLICT COACHING

A New Approach to Workplace Conflict & Return to Work

Workplace Conflict commonly results in

- Stress
- Anxiety
- Depression
- Physical and psychological injury
- Absenteeism
- Anger management problems
- Loss of morale
- Lowered Self-esteem

Many individuals are unaware of the range of options available to them in addressing workplace and other conflicts. Limited early intervention in the workplace commonly results in the medical presentation of conflict related symptoms.

Conflict Coaching is a new approach to helping individuals explore their choices and better manage workplace conflicts.

Conflict Coaching is a one-on-one, individual, voluntary and confidential process for people experiencing the effects of workplace conflict.

Conflict Coaching supports early resolution of disputes, restoration of working relationships and earlier return-to-work

CONFLICT COACHING has proven highly effective in assisting people to better manage conflict because it

- Is solution-oriented
- Focuses on the here and now
- Is pragmatic and acceptable to a wide-range of clients
- Assumes people are able to address their problems - *with support and guidance*
- Avoids the longer-term consequences of a solely illness-based approach to the treatment of workplace conflict and stress-related issues
- Fosters mutuality to support the restoration of working relationships
- Supports early resolution and return-to-work

Workplace and other conflicts result in significant distress, which can be alleviated, with skilled help.

Our professional team at **CLE Consulting Australia** offers extensive experience in the fields of occupational rehabilitation, management and team conflict facilitation, workplace mediation and conferencing.

All of our Conflict Coaches are **experienced counsellors**. However, excluding significant psychological injury, we prefer to adopt a conflict coaching rather than a counselling-based

approach because it is outcome focused rather than problem oriented. It is also readily acceptable to a wide range of clients.
Our staff are highly experienced in working with organisational issues and will assist clients navigate the political and practical realities of their workplaces.

Enquiries and appointments: **1300 763 454**

Our conflict management services: www.conflictcoachingaustralia.com

Our organisational development services: www.cleconsulting.com.au

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