**Mediator Information from Pre-Mediation Meetings**

**Joe/Jane and Kate/Kevin are co-workers in Show You Ltd.**

**Joe/Jane**:

Joe/Jane was promoted to senior manager six months ago and is on the way to becoming the next CEO of the company. He/she is working hard to increase productivity and sales have started to improve. The CEO is happy with Joe/Jane’s performance and he/she is in line for a substantial bonus.

A few days ago a member of the sales team, Kate/Kevin, alleged that Joe/Jane has been bullying and harassing her to improve sales figures. He/she lodged a formal complaint with HR. Joe/Jane said that it was all a ‘storm in a tea cup’ and it was his way of motivating the troops.

**Kate/Kevin:**

Kate/Kevin is extremely annoyed with Joe/Jane and the way he/she spoke about her/his work in front of colleagues. Kate/Kevin said it was a form of bullying and harassment... telling her/him to ‘get the finger out and get moving’ with regards to sales.

The CEO wants this complaint dealt with as quickly as possible. The HR Department met with both parties and explained the Dignity at Work policy and offered the option of mediation and they agreed to attend.

**Disputant A Information – Joe/Jane**

Show You Ltd. is a fast paced dynamic company. Six months ago a senior manager retired and you were promoted to this position, after having progressed through the ranks. You believe that you are on your way to becoming the next CEO of Show You Ltd.

You are working extremely hard to increase productivity and over the past few months sales have improved significantly. The current CEO is very happy with your performance and you are hoping to be in line for a substantial bonus.

Late last week an employee, Kate/Kevin, has alleged that you had been “harassing” her/him to improve sales figures. Oh, for goodness sake, you had simply said a number of times that she/he had to ‘get their finger out and get moving’ – or words to that effect. It was motivational talk! A team talk for everybody. Kate/Kevin has now lodged a formal complaint with HR. Talk about a storm in a tea cup... The CEO wants this complaint dealt with as quickly as possible. And so do you as you don’t want any blots on your record.

The HR Department has met with you both and explained the Dignity at Work policy and offered the option of mediation.

You have agreed to attend mediation.

***Note to Disputants:***

*Ensure that you are eventually reasonable, although angry and upset at first, and respond to the mediator’s skills.*

**Disputant B Information – Kate/Kevin**

Show You Ltd. is a fast paced dynamic company. Six months ago a senior manager retired and Joe/Jane was promoted to the position, having progressed through the ranks. Joe/Jane now really seems to think he/she is CEO-in-waiting – if not CEO already – judging by his/her behaviour.

You have a very busy job in sales and successfully deal with many clients. You regularly meet and exceed targets as a result of your hard work and dedication.

Two days ago you had a ‘run in’ (to put it mildly) with Joe/Jane. He/she approached you in front of the rest of the sales team and gave you a verbal dressing down – almost shouting at you. Basically he/she told you to ‘get your finger out’ and start producing better results. You were, & are, absolutely furious. How dare Joe/Jane talk to you like that in front of the others, it was very embarrassing – he/she has no right. Plus, it was so unprofessional. And worse, he/she doesn’t even know what’s going on and what you have in the pipeline. He can find someone else to pick on.

As a result, you lodged a formal complaint with HR. The HR Department has met with you both and explained the Dignity at Work policy and offered the option of mediation.

You have agreed to attend mediation.

***Note to Disputants:***

*Ensure that you are eventually reasonable, although angry and upset at first, and respond to the mediator’s skills.*