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Is Founder and CEO of Rakmo Institute, mediator and mediation trainer, Chairman of the Scientific board of Association of Slovene Mediation Associations and president of European Association for Transformative Mediation.

He is author of two books- in Slovene Language: Umetnost obvladovanja konfliktov (The art of conflict management, 2004) and Mediacija (Mediation, 2010)

He was a chairman of organising committee of 1st International Congress on Transformative Mediation in November 2011 and in 2013 obtained title Certified Transformative from the Institute for the Study of Conflict Transformation.

#### Proactive workplace mediation

Mediation is often used for reaching settlements when a dispute is severe or even a lawsuit is already filed. However that is a very limited use of mediation. Mediation can do much more, especially if it is used in early stages of conflicts, so called proactive mediation.

Mediation need not be used mainly for resolving conflicts with high level of tension. It can very well be used for dealing with everyday conflict situations and as such has the potential of contributing to development of better relationships and different culture of conflict resolution at the source of the disputes.

Using mediation at early stages of workplace conflict (proactive workplace mediation) can therefore contribute to development of better relationship between coworkers and prevent potential conflicts, that would otherwise hinder the relationship and consequently the firm.

There is a lot of conflicts, that employees are not able to resolve themselves that are more or less common issues on the workplace, but the employees simply lack conflict resolution skills to constructively deal with them.

Using mediation for resolving conflicts from the earliest stages can also contribute to development of conflict resolution skills of employees and to the learning that conflict can be resolved amicably, without abuse or submission and to the advantage of both coworkers and the company.

It can furthermore contribute to the awareness of the importance of conflict resolution skills and resolving conflicts as early as possible in order to build a strong and healthy company.