



Issue 1

Globis News

Helping you build
better relationships at work

May 2009

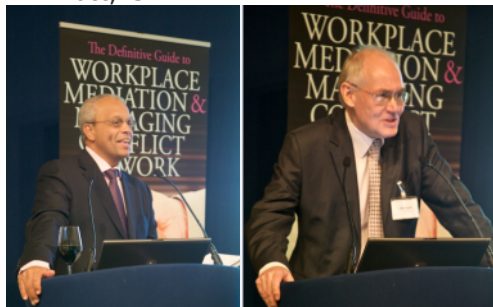
Welcome to the first edition of the Globis newsletter which is full of the latest news from the world of mediation. For more information please go to our website www.globis.co.uk

New Mediation Book Launch

On Thursday 12th February 2009 the official launch of the widely-acclaimed Definitive Guide to Workplace Mediation and Managing Conflict at Work took place. Held at KPMG in London, the launch was attended by line managers, HR professionals, Employment Lawyers and Trade Union Representatives from across Europe.

The launch was hosted by Lord Hastings of Scarisbrick CBE. Michael Gibbons, Author of a Review of Employment Dispute Resolution in Great Britain and Mike Emmott, Employee Relations Advisor for the CIPD were also in attendance.

Below: Left – Lord Hastings of Scarisbrick CBE, Right – Mike Emmott, CIPD



Author of the Definitive Guide to Workplace Mediation and Managing Conflict at Work – Clive Lewis said “I am delighted and honoured that such an eminent group of senior industry figures have attended the launch of my new book. Their presence demonstrates that mediation and conflict resolution in the workplace is currently one of the hottest topics in places of work. The business case is compelling.”

5* Review

The Definitive Guide has featured in the April 2009 edition of Accounting Technician.

The review said “Most of us are not keen on the thought of coming into work to confront people; most of us feel that locking horns with colleagues is not merely unnecessary, but a wholesale distraction from the manifold task we face each day. For those of you keen to avoid the rampant painkiller consumption brought on by workplace stand-offs, Lewis’ book will come as a great relief. Its arrival is timely, too. This month, a new Employment Act comes into force, simplifying and clarifying previous UK employment law, particularly dispute resolution. With material on trust, leadership, and the effects of technology, Lewis deconstructs workplace conflict and offers solutions. A big book of calm. Our is rating *****”

Training DVD

Globis has also released a training DVD based on the recently released guide book. This is a triple DVD-based training resource is aimed at anyone who wants to learn more about mediation and conflict resolution in the workplace.

Check us out on YouTube!

http://www.youtube.com/results?search_type=&search_query=globisltd&aq=f

Globis Appointed to Board of Civil Mediation Council Board

During February 2009, the Civil Mediation Council (CMC) election for members of the 2009-2011 Board took place. The Civil Mediation Council is an unincorporated association of Members established in April 2003 by the United Kingdom's mediation providers, independent mediators, leading academic, legal professional bodies and government departments. As part of this process, Globis Ltd was elected to the CMC Board. Clive Lewis, Founder and Managing Director of Globis, said "I am honoured that our colleagues have voted for Globis to form part of the CMC Board at such an exciting stage in the development of mediation in the UK".

CMC Chair, Sir Henry Brooke, said "Mediation is now an increasingly important way of resolving workplace disputes. I am therefore delighted to welcome Clive Lewis and Globis Ltd to the CMC Board. They will lead for us on workplace matters".



New Dispute Resolution Framework

From the 6th April 2009 the Employment Act 2002 (Dispute Resolution) Regulations 2004 have been repealed and replaced by a new framework based on the provisions of the Employment Act 2008. The new regime provides the framework for a simplified system and should make things easier for potential tribunal users.

The law requires that employers should act 'reasonably' when dealing with disciplinary or grievance issues, the failure of which can give rise to a claim by an employee for unfair dismissal. Disciplinary situations can include an employee's poor performance and misconduct whereas grievances relate to an employee's concerns which they raise with their employer.

There are no mandatory processes, unlike in the 2004 Code, and as such a failure to follow the disciplinary or grievance procedure suggested does not make an employer or employee liable to proceedings.

Globis training achieves Bar Standards Board Accreditation

The Globis National Employment and Workplace Mediation Certificate has now achieved Bar Standards Board accreditation. This is the organisation that regulates barristers. Our National Certificate is also accredited by the Law Society and the NOCN.

For more information on in-house training, to appoint a mediator or discuss other service areas please contact us

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