



Transforming Conflict into Cooperation **MEDIATION**

Spring 2024

Ihr Coaching Institute Frankfurt

We cannot change the wind,
but we can set the sails differently.
- Aristotle

www.yourcoachinginstitute.com

Introduction

Introduction to Mediation

In a world where conflict is inevitable, it is more important than ever to find a path to peace and understanding

Mediation provides that path. It's a voluntary, confidential process that helps disputing parties reach mutually beneficial agreements with the help of a neutral third party: the mediator.

In contrast to the adversarial nature of litigation, mediation emphasizes collaboration, communication and negotiation. The mediator facilitates dialogue, helps clarify issues, and guides the parties toward their own resolution. This process not only resolves the dispute at hand, but also preserves relationships and fosters a sense of empowerment among the parties.

80%

According to a comprehensive study, over 80% of mediations result in a resolution, demonstrating a high success rate and satisfaction of the parties involved in mediation processes.

Embracing mediation offers a way to not only resolve disputes, but to foster understanding and cooperation, ensuring that all parties move forward with respect and mutual satisfaction.



Who can benefit from mediation?

Mediation benefits anyone in a dispute who is seeking a mutually beneficial resolution, especially in cases such as family, workplace and business conflicts where preserving relationships is key.

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CEO Statement

Transforming Disputes into Opportunities for Growth

As CEO of the Coaching Institute Frankfurt, I am deeply committed to the philosophy that mediation is not just a way to resolve disputes, but a transformative force for change that fosters understanding and cooperation among those involved. Our commitment to this approach is reinforced by compelling evidence from reputable sources. For example, a major study by the American Arbitration Association (2020) found that more than 85% of mediations result in settlement, underscoring the effectiveness of the process and the satisfaction of participants.

At the Coaching Institute Frankfurt, we integrate these insights into our mediation services, emphasizing empathy, understanding, and collaborative problem solving. This commitment is supported by research, such as the findings of the Harvard Law School Program on Negotiation (2019), which highlights the role of mediation in achieving more lasting and satisfying solutions than traditional litigation can offer.

In addition, the Journal of Conflict Resolution (2021) has shown that mediation significantly reduces the likelihood of future disputes,



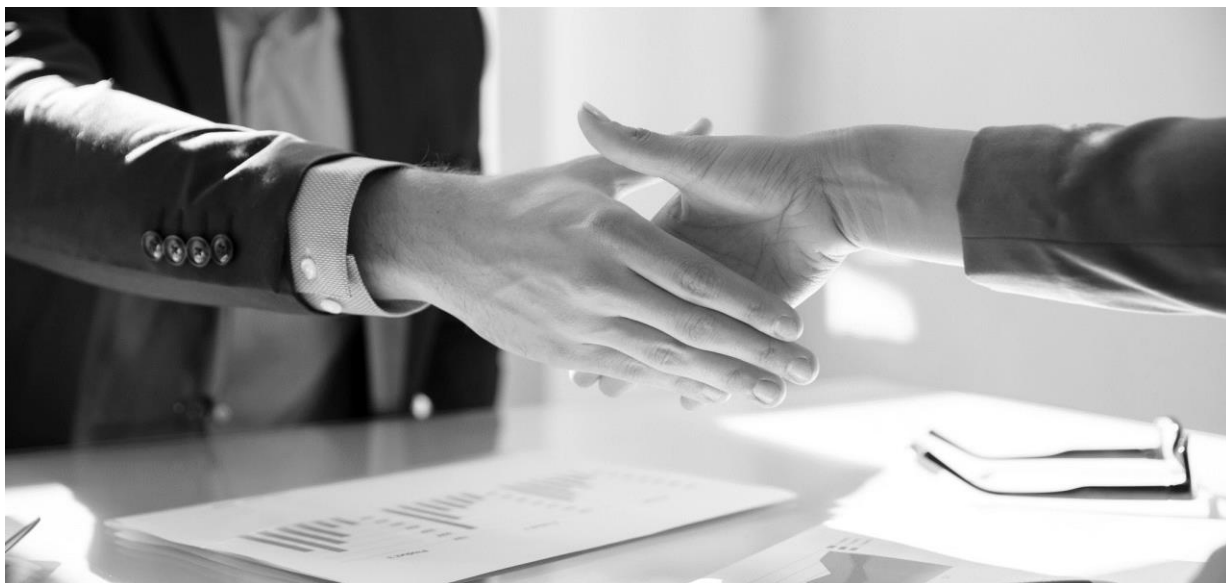
demonstrating its invaluable contribution to improving long-term relationships. This evidence speaks volumes about mediation's ability not only to resolve current conflicts, but also to lay the groundwork for positive future interactions.

Expertise and Compassion: The Hallmarks of Our Service

Our Institute uses this knowledge to provide unparalleled mediation services, believing in the method's ability to positively impact individual lives and communities by fostering a culture of respect and understanding. Known for their expertise and compassionate approach, our team is dedicated to guiding parties in conflict toward mutually agreeable solutions.

Tim S. Tabrizi
CEO Coaching Institute Frankfurt

Overview



Why consider mediation?

Empowerment: Parties have control over the outcome, rather than having a solution imposed by a judge or jury.

Confidentiality: What is said in mediation stays in mediation, providing a safe space for open dialogue.

Flexibility: Solutions are not limited by the strict rules of the court and can be tailored to meet the unique needs of all involved.

Efficiency: Mediation can be scheduled quickly and typically resolves disputes more quickly than litigation, saving both time and resources.

Preservation of relationships: By promoting understanding and cooperation, mediation often preserves personal and business relationships that might otherwise be damaged by litigation.



Research published in the "Journal of Legal Studies" reveals that parties who choose mediation are significantly more likely to report satisfaction with the outcome, compared to traditional litigation, highlighting mediation's unique ability to meet the needs and interests of all involved.

Our Service



Comprehensive Mediation Solutions

Our service provides a comprehensive approach to conflict resolution and covers a wide range of disputes, including family disputes, workplace issues, business disputes and community conflicts. We use a holistic methodology that aims not only to resolve the dispute, but also to preserve and often strengthen the relationships involved. Our mediators are trained to facilitate constructive dialogue, helping the parties explore all possible solutions and reach mutually beneficial agreements.



Experienced and Certified Mediators

We are proud of our team of experienced and certified mediators who bring a wealth of knowledge, empathy and professionalism to each mediation session. Our mediators are selected through a rigorous process and are required to undergo ongoing training to stay abreast of the latest mediation techniques and ethical standards. They are skilled at navigating complex emotions and dynamics, ensuring a neutral and safe environment for all parties to express their needs and interests.



Personalized and Flexible Mediation Process

Recognizing that each conflict is unique, we offer a personalized mediation process tailored to the specific needs and circumstances of the parties involved. We offer flexibility in the timing, location, and format of mediation sessions, including in-person, virtual, and hybrid options to accommodate the preferences and constraints of all parties. Our goal is to make the mediation process as accessible, comfortable, and effective as possible, ensuring that all voices are heard and respected in the pursuit of a lasting resolution.



Our Team

Our team combines experience, empathy, and expertise in conflict resolution to ensure skillful navigation through disputes. With diverse backgrounds in law, psychology and conflict management, our mediators are not only qualified, but deeply committed to facilitating meaningful resolutions. Trust us to handle your mediation with professionalism and care.



Through mediation, we guide parties in conflict from discord to agreement, emphasizing the power of understanding and mutual respect.

The process is about more than reaching an agreement; it's about fostering a dialogue in which every voice is heard and every concern is addressed, paving the way for a solution that all parties can accept.

The true success of mediation lies in its ability to not only resolve conflict, but to transform relationships, foster empathy and encourage collaborative problem solving.



Dr. Miriam Klinke

Dr. Miriam Klinke is an experienced mediator and former judge, trained in creative conflict resolution with Klinke Med Services and the Family Mediation Council.



Lilly Fritz

With 17 years of leadership experience and 37 years as a judge, Lilly specializes in coaching women leaders and providing conflict management training for legal and professionals.

Regina K. Schüller

Regina Karoline Schüller is an accomplished communicator, offering strategic development through mediation and consulting, with senior roles at the IFRS Foundation, Deutsche Bank AG and the European Central Bank.

Our Working Process



The mediation process is highly effective in fostering open communication and collaborative problem solving, leading to timely, mutually satisfactory resolutions and often strengthening relationships to prevent future conflict.

Introduction and ground rules: The mediator introduces the mediation process, explains the rules, and emphasizes confidentiality and voluntary participation.

Opening Statements: Each party presents his or her view of the dispute, helping to identify the issues and perspectives involved.

Identification of Issues: Together, the mediator and the parties identify the key issues to be resolved, work to clarify misunderstandings, and focus on the issues rather than the emotions.

Exploration and Problem Solving: This phase deepens the exploration of each party's needs and interests, with the mediator facilitating a discussion to generate and evaluate potential solutions.



Agreement: Consensus leads to the drafting of a clear agreement, which is then reviewed and signed by the parties.

Closure: The session closes with instructions for implementing the agreement. If unresolved, further steps or sessions are considered.

Company History

Founded during the COVID-19 pandemic by Tim S. Tabrizi, a board member of Siemens Audiology, the Coaching Institute Frankfurt was born out of his ambition to bring together Europe's leading coaches. Each coach has more than 25 years of leadership experience, more than 20 years of coaching experience, and a proven track record of more than 10,000 coaching sessions, demonstrating the Institute's unparalleled quality and expertise in coaching.

01 Elite Coaching Team

The Coaching Institute Frankfurt boasts an elite team of 35 coaches, unparalleled in the industry. Each coach has more than 25 years of direct coaching experience, ensuring that they have not only theoretical knowledge, but also a wealth of practical, real-world applications.

02 Leadership Expertise

Our coaches combine more than 15 years of leadership experience in diverse industries with advanced coaching techniques to provide a unique perspective that meets the specific needs of executives and sets us apart as the go-to institute for effective leadership coaching in a complex business world.

03 Proven Track Record

The Coaching Institute Frankfurt has a solid track record of over 10,000 successful coaching sessions per coach, demonstrating a consistent capacity for client transformation and a commitment to coaching excellence that sets us apart from less experienced competitors.



Choosing the Coaching Institute Frankfurt connects you with world-class coaches whose unparalleled leadership acumen and organizational wisdom create a distinctive, premium coaching experience that sets you apart, a competitive advantage you won't find elsewhere.

Our Unique Attributes



Our uniqueness lies in our collective strength: we are not just one coach, but a team of 35 of the best coaches in Europe, each with over 25 years of leadership experience and extensive coaching hours. In addition, we offer expertise in 17 different industries, ensuring comprehensive coverage and tailored solutions for our clients.



**There is strength in numbers,
but excellence thrives in unity.
Our team is the epitome of
coaching excellence, where each
member's expertise and
commitment come together to
unleash transformative power.**

35 elite coaches stationed across 9 strategic locations worldwide,
offering coaching services both online and in-person.

01

Multilingual capabilities in German, English, Spanish,
Portuguese, Chinese, Farsi, Italian, and French.

02

With over 10,000 coaching hours per coach and
expertise spanning across 17 diverse industries

03

Each coach possesses over 25 years of
leadership experience

04

Case Study



Mediation proved to be an effective tool for resolving workplace conflicts. By addressing the underlying issues and fostering constructive dialogue, mediation not only restored harmony between the product development and marketing teams, but also contributed to a more positive and productive work environment overall.

Resolving Workplace Conflicts Through Mediation

Background: ABC Company, a mid-sized technology company, was experiencing escalating tensions between two departments: Product Development and Marketing. Complaints of miscommunication, missed deadlines, and conflicting priorities were creating a toxic work environment, leading to decreased productivity and morale.

Challenges:

Lack of communication between product development and marketing teams.

Conflicting priorities and goals, resulting in missed deadlines. Deteriorating working relationships and low team morale.



Approach: ABC Company chose mediation to resolve the escalating conflict. They engaged a certified mediator with experience in workplace disputes to facilitate the mediation process.

Mediation Process:

- Initial Meetings
- Joint Session Identifying Issues
- Generating Solutions
- Negotiation and Agreement
- Agreement Implementation

Results:

- Improved Communication
- Aligned Priorities
- Increased Productivity

Let us make a difference together



You can reach us by phone at +49 (0) 0174 16 14 254
or by e-mail at hallo@ihrcoachinginstitut.de.

01

Get in touch with us: Contact us via email, phone, or our website.

02

Meet with us: Schedule a free chat with us.

03

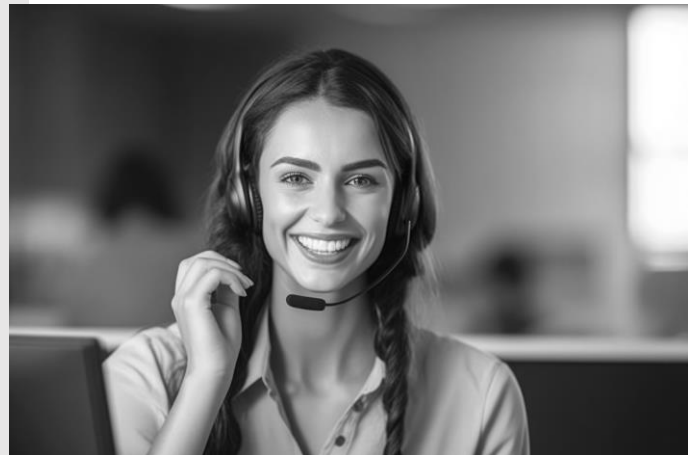
Get Started: Sign a simple agreement with us to begin using our services.

04

Work Together: Participate in sessions to work toward a solution.

05

Finalize: Receive all documents and support needed to complete the goal.



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