KEVIN HARDING
MEDIATION









FACILITATION FOR CHARITIES & NOT-FOR-PROFIT ORGANISATIONS

WHEN EVERYONE CARES, BUT CAN'T AGREE

Trustees may have different views about the future, relationships between the board and management can become strained, or disagreements between staff and volunteers can make it difficult to move forward. Sometimes, despite everyone having the best intentions, conversations become difficult and important decisions are delayed.

Kevin Harding Mediation provides independent, neutral facilitation to help trustees, senior management teams and other stakeholders have constructive conversations, understand each other's concerns and find a practical way forward.

Where facilitation can help

I can become involved in a range of situations, including where:

- Trustees disagree about the charity's strategy, priorities or future direction;
- Relationships between trustees, the Chair, CEO or senior management have become difficult;
- There are different views about funding, resources, growth or changes to the organisation
- Roles, responsibilities or expectations between trustees and management need to be clarified;
- Disagreements between staff, volunteers or other stakeholders are affecting the organisation;
- A merger, restructuring or significant change is creating uncertainty or tension; and
- An important board meeting, strategy discussion or difficult conversation would benefit from someone independent facilitating it.

A flexible intervention

My role isn't to take sides, decide who's right or wrong or tell the trustees how to run their charity. It's to help create an environment where difficult conversations can take place constructively, while keeping the organisation's charitable purpose in mind.

Sometimes a single meeting is enough. Other situations may need a series of discussions. The approach is flexible and will depend on the circumstances and the people involved.

If your charity or not-for-profit organisation is facing a difficult situation, I'd be happy to have a no-obligation conversation about whether independent facilitation could help.

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