KEVIN HARDING
MEDIATION






FACILITATION FOR BUSINESS OWNERS & DIRECTORS

HELPING BUSINESSES MOVE FORWARD

Even successful businesses can reach a point where their owners, directors or business partners have different views about the future. If these conversations become difficult, relationships can become strained and important decisions can be delayed or avoided.

Kevin Harding Mediation provides independent facilitation to help business owners and directors have constructive conversations, explore their different priorities and work towards an agreed way forward.

Where facilitation can help

I can become involved at different stages, including where:

- directors, shareholders or business partners have different views about the future direction of the business;
- there is disagreement over strategy, growth, investment or risk;
- roles, responsibilities or expectations between the owners need to be clarified;
- one or more owners are considering retirement or an exit from the business;
- succession or bringing the next generation into the business needs to be discussed;
- the owners are considering a sale, management buyout or other change in ownership;
- communication or trust between the principals has deteriorated;
- an important meeting or difficult conversation would benefit from independent facilitation.

Kevin Harding Mediation - Okehampton, Devon
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A flexible intervention

Facilitation can be used before disagreements develop into a formal legal dispute, or simply where difficult issues have already started to affect the business and the relationships between those involved.

My approach is tailored to the business and the people involved. The aim is not to tell the owners what they should do or make decisions for them, but to create a structured and constructive process in which different views can be heard, options explored and a practical way forward agreed.

Typical process

Every dispute is different, but a typical facilitation process follows:

- **Initial free consultation** - A no commitment discussion about the dispute and how I can help;
- **Agreement to Facilitate** - If all parties agree to me facilitating a discussion, we sign a short agreement setting out everyone's commitment to the process and confidentialitiy.
- **Separate Private Meetings** - I meet, usually online, with each party separately to discuss what has happened and thier priorities going forward. Everything discussed is confidential and not shared with the other parties.
- **Meeting with all parties** - this is usually a half- or full-day in-person meeting, but can also be done online, where I help the parties discuss what has happened and reach an agreement on the way forward. My role is to facilitate the discussion - it is up to the parties themselves to decide what is discussed and what can be agreed. I am neutral and I do not take sides in the discussion.

Pricing

Half-day facilitation (up to 4 hours) - from £500

Full-day facilitation (up to 8 hours) - from £750

If you think a facilitated meeting could help you, please get in touch for a free initial consultation

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