

# The Consulting Team

Facilitating Positive Change

## Mediation

*The Consulting Team's Mission: Facilitating positive change by increasing effectiveness of leaders, teams, and organizations through consulting, coaching, conflict mediation, and training.*

**Dr. Marilyn Manning, CEO**

### **Partial Client List**

Over 100 California Cities,  
Special Districts, and Public  
Agencies  
Arthur J. Gallagher Insurance  
California State University  
System  
California Water Service  
Contra Costa County  
Kaiser Permanente  
Meyer Sound  
Minami Tamaki, LLP  
Attorneys  
National Speakers Association  
Pacific Cheese Company  
Police Officers Standardized  
Training (POST)  
San Mateo County Sheriff  
State Compensation Insurance  
Fund  
Stanford University  
State of California  
Social Security Administration  
Synthetic Genomics

Internal conflict within your organization is stressful not only for the parties involved, but for the working environment, costing you time, money, and energy. This process helps you address conflicts in their early stages when they are easiest to solve.

We show you how to resolve conflicts, diffuse anger, and provide neutral facilitation so all parties feel listened to. We model listening, feedback, and communication skills so you can apply our principles to your future challenges.

### **Our mediation steps can include:**

- Set measurable outcomes with leadership
- Conduct individual one-on-ones
- Administer DiSC<sup>®</sup> communication style assessment and EQi<sup>®</sup>, emotional intelligence survey
- Review related documents, evaluations, and surveys
- Facilitate mediation sessions
- Provide individual coaching and follow-up

*“Dr. Manning’s ability to listen carefully, ask crucial questions, and combine big-picture management ideas with immediately applicable practices and structures made an immediate difference for me.”*

- Mitch Bostian, Head of School, The Berkeley School

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