Taite

Tania Waters

MEDIATOR

Skilled. Empathetic. Pragmatic.

After working in law firms in Singapore, NSW and Perth for over 20 years, including as a Senior HR Manager, I decided to start my own consultancy so I could focus on what I enjoyed most: helping people resolve even the most deep-seated conflicts through mediation and conflict coaching.

I see the good in people, separate from their behaviour in a particular context. I've noticed that when people in conflict are given the opportunity to come together in a safe environment, they are often able to find a way through that works for both of them.

My goal is to support parties to a mediation to have a real conversation, to be heard by themselves and by the other side, and to connect with what they really need to move forward.

Credentials

- Accredited Mediator (AMDRAS) - The University of Western Australia
- Australian Human Resources Institute (AHRI) - Professional Member
- Australian Institute of Management (AIM WA) - Fellow
- Certified Organisational Coach (IECL)

Mediation

Mediation is an informal, voluntary and confidential discussion between the parties to a conflict. It is facilitated by an independent third party, the mediator.

Compared with investigations, tribunals and courts, mediation is a faster, cheaper alternative to conflict resolution. Many issues can be mediated in a workplace, including interpersonal conflict as well as employee grievances and complaints. Bullying and harassment complaints can also be mediated, but only after the matter has been carefully assessed and the parties have agreed to participate in the mediation process.

Mediation has a high success rate for conflict resolution, if done well. People often report feeling valued and supported, and experience it as an opportunity to be heard. Parties can find common understanding, which increases the chances of restoring the working relationship.

Mediation is in no way punitive. It increases the skills of the parties to handle any future conflicts more effectively.

If you can address the interpersonal problems between the parties, then you enable them to resolve their own technical problems.

CONTACT

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Testimonials

"Our organisation engaged Tania to mediate between parties where some very sensitive underlying issues were apparent.

Tania's skill, professionalism, empathy and respectful approach instilled trust and confidence in both parties which led them to willingly participate and commit to reaching a mutually acceptable resolution.

Tania kept managers appropriately informed while maintaining confidentiality. She very quickly grasped the situation, understanding its complexities and dynamics.

We would have no hesitation in engaging Tania in the future."

WA Police

"When two of my team members were unable to resolve their differences, I engaged Tania to assist with the situation.

She was the consummate professional, responding thoughtfully, carefully assessing the situation and coming on board quickly to mediate.

She was able to objectively support both team members to feel safe, to raise their concerns and to help them to reach their own agreed outcomes and actions towards a mutually beneficial resolution.

Tania kept me, as line manager, informed throughout the process, but kept the team member discussions confidential which maintained their trust.

Tania is warm, professional, engaging and lovely to work with. I am very impressed with Tania and highly recommend her for such situations."

Edith Cowan University

TRUSTED BY

WA Police · Curtin University · City of Albany · Gold Road Resources · Albemarle · PLC Perth · MercyCare · ABN Group · DevelopmentWA Industrial Lands Authority · Guildford Grammar School · mainroads Western Australia · Crown

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