



Facilitated Dialogue

We help you with peace,
movement and perspective.

20 years experience in
conflict mediation

6 weeks, that is how long an
average process lasts

91% of conflicts we simply
solve

9.2 a review we are
proud of



Welcome to Result ADR

Prevent escalation. Restore communication. Create movement.

Where people work together, tension is inevitable. That is normal. When left unaddressed, tension can escalate into unnecessary conflict.

Facilitated dialogue addresses issues early, in an accessible, effective, and people-centred way, before positions harden and relationships deteriorate.

When facilitated dialogue is appropriate

Facilitated dialogue is particularly suitable in situations involving early-stage tension or strained communication, such as:

- Collaboration within a team that is not functioning smoothly;
- Irritations between colleagues that have not yet escalated;
- Tension between a manager and an employee;
- Reintegration processes where underlying tension plays a role;
- Difficult communication following an incident or disagreement.

Facilitated dialogue is often deployed before a formal conflict arises. Timely intervention prevents escalation into more complex issues, including employment disputes. It also contributes to a healthy working environment and sustained productivity.

The benefits

- ✓ Preventive approach that stops escalation at an early stage
- ✓ Accessible and informal setting that can be arranged quickly
- ✓ Neutral facilitation led by an MfN-registered mediator
- ✓ Improved collaboration and communication
- ✓ Efficient process. In most cases, one session is sufficient

If additional support is required, the process can transition seamlessly into formal mediation without starting over.

Our five-step approach

1. **Intake and initial contact.** The case manager explains the process.
2. **Preparatory meetings.** Individual conversations to explore perspectives.
3. **Joint session.** Facilitated dialogue on-site or online.
4. **Documenting agreements.** Clear and practical arrangements.
5. **Evaluation and follow-up.** Optional review of progress.

Our facilitators

- MfN registered mediators with extensive experience in employment relations.
- Independent, impartial, and professional.
- Nationwide coverage with rapid availability.

Facilitated dialogue or mediation

Facilitated dialogue is informal and focused on restoring communication at an early stage. Mediation is more structured, follows MfN regulations, and is appropriate where a serious conflict or legal dimension already exists. In many cases, facilitated dialogue prevents the need for formal mediation.

Proven results

- More than 20.000 conflicts facilitated.
- Average client rating 9.1.
- Results typically achieved within one session.
- Nationwide deployment for employers, occupational health services, and insurers.

Practical information

- Usually one or two conversations.
- Costs typically covered by the employer and often insured.
- Location at the workplace or at a neutral venue.
- Confidentiality and discretion guaranteed.
- Rapid deployment possible.

Get in touch

Would you like to explore whether facilitated dialogue is appropriate for your situation? We are happy to discuss your case in a no-obligation consultation.

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🌐 www.resultadr.nl

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Time to get in **conflict** contact with each other!

Our service:

- Labor mediation
- Business mediation
- Family mediation
- (Non-)binding advice
- Arbitration
- Conversation guidance
- Confidential advisor
- Training in mediation and conflict management

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