17 May 2017

Mr Harvinder Singh Bhurji LLB (Hons) QDR (M) MCIArb MCMI Afil Director, Commercial Mediator & Qualified Dispute Resolver Effective Dispute Solutions 41 Hanover Road Birmingham B65 9EB British Association for Counselling & Psychotherapy BACP House 15 St John's Business Park Lutterworth LE17 4HB

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Dear Mr Bhurji

## Workplace - employment mediation testimonial

Thank you for mediating for our organisation, we had two employees who had a number of issues with one another, stemming from a number of new changes which had been implemented, one being a senior member of the organisation.

Lack of trust, suspicion and alleged ineffective communication were all key drivers which were fueling the dispute, alongside some underlying issues.

You used a great deal of tact, diplomacy as well as being very empathetic to one of the employees who was extremely emotional, facilitating the moving of the employees from the past to the future, overall, they found the process useful and constructive and you managed to resolve this year long dispute.

I would of course happily recommend you to other organisations.

Yours sincerely

John Woolley Chief Executive Officer Head of People, Culture & Governance

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