



## **Happy Christmas and a peaceful New Year**

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### **And with an eye to the future.....**

Peaceworks are looking forward to developing new ideas for the new year. 2012 could be a real watershed for us where Peaceworks becomes an organisation moving into new areas with our work in education, expanding our role with schools and bringing our decade of schools mediation programmes forward to a more strategic role. Here we can influence the spread of mediation and peaceful relationships which will be wonderful for Peaceworks. And it's not just schools that are the focus for some new ideas. Our developing role with organisations seeking support and [advice with HR](#) looks set to take on new directions; our training with [managers](#) and coaching for executives is attracting more attention, and we begin to support elected Members with local authorities through some bespoke [member development programmes](#).

Looking back, 2011 been a transformational year for Peaceworks. We have seen many changes, with Micha leading the brilliant new work on training and accreditation, Annie leading the work on developing a new approach to schools peer mediation, Chris forging ahead with plans for closer work with Edward Bryant School in Bognor Regis and other schools. Becky Rust left us in May and Sue Roberts joined the team in mid-July. The transformation has been amazing, and still continues.

We successfully completed our first residential course at the beautiful [Pickwell Manor](#) in Devon in November of this year, a brand



### **Sign up for mediation training in 2012**

And learn how to be a mediator. It's a skill that so many of our delegates have found to be a **transformational force, both at work and at home**. Our next training sessions are at the Beachcroft Hotel in Felpham, Bognor Regis from 31 January to 2 February 2012, then 21 - 23 February, and finally 3 March.

Follow the link [here](#) to book your place and be part of the amazing mediation experience that has changed so many people's lives.

Read what one of our delegates said of the training she experienced at our recent Pickwell Manor course. *"The course was a very positive and enriching experience. A genuinely transformative experience".*



### **Peaceworks means...**

**Our vision is what drives us here at Peaceworks. We are here because we want to:**

- 1. Help people develop life skills**
- 2. Resolve Conflict**
- 3. Improve quality of life at work,**

new venue for us. After a brilliant week, Chris Seaton, Director at Peaceworks said "We had a wonderful week at Pickwell. It's great that the magic of mediation attracts such comments as "I will carry my experiences from this course with me for a long time" and I'm delighted that delegates loved Pickwell as much as I do".

As we look ahead to an even more exciting new year, we want to thank you all for your continued support in 2011. We look forward to seeing you again very soon for one of our brilliant new courses, and do recommend our [accredited mediation training](#) to your friends. All the best ideas come from times of challenge, and although 2012 could be an up-and-down experience for many, we are full of ideas and enthusiasm for the times ahead. We will keep you posted, so watch this space .....

**Happy Christmas and an exciting and peaceful new year to you all! From Chris, Micha, Annie and Sue.**



### **Our Christmas present to ourself:**

"An excellent course - whatever the existing level of skill you possess and wherever you intend to apply these skills - you will come away much better equipped to deal positively with those you meet." Training Delegate, September 2011



### **David Bowen says:**

I would thoroughly recommend a Peaceworks course. Be prepared for a transformational experience!  
(David is Director of Lexius)

### **home and school**

We have been working for 12 years in the field of mediation and conflict resolution, and our mission is still what drives us. The need for peace in everyday life is as strong, if not stronger than ever in these difficult times for us all. 2012 may not be any easier, but it can be more peaceful for you using the skills of mediation. People need to know more about [mediation](#), and how it fits with their lives at [school](#), at [work](#) and at [home](#).



### **New Year's Resolutions**

Forget the empty promises for the gym, the diet and the change of career. It's time to set yourself some reachable goals. Develop your skills and take a Peaceworks course, or tackle that dispute at work or at home, take up the offer of some coaching and make 2012 your best year yet!



## Peace and goodwill....

### Thoughts on peace from others...

"Nobody can bring you peace but you yourself" Ralph Waldo Emerson. "The body is not the measure of healing; peace is the measure" Phyllis McGinley.

"Peace and friendship with all mankind is our wisest policy. I wish we may be able to pursue it" Thomas Jefferson. "Peace has higher tests of manhood than ever battle knew" John G Wittier. And finally.... "Peace has to be created in order to be maintained. It is the product of Faith, Strength, Energy, Will, Sympathy, Justice, Imagination and the triumph of principle. It will never be achieved by passivity and quietism."

Dorothy Thompson



## New for 2012

**Regular blogs from Chris, Micha and Sue:** We now blog every month on a variety of subjects. Check out our recent [blogs](#) on bullying in the workplace, hot tips for speaking in public, and "how not to comment" a piece on what to say and when... Vital for this time of year.

## Resolving Workplace Disputes: Response from the Govt.



**Early in 2011, the Coalition sent out a consultation document on resolving workplace disputes. Their response to the findings of this consultation was published on 23rd November 2011, signalling a new emphasis on conflict resolution in the workplace in the future.**

There are significant developments for mediation: The Mediation initiative is intended to bring about culture change towards early dispute resolution, ensuring that more businesses take advantage of mediation as a means to avert grievance. These are the main points:

1. Mediation to be more accessible for small businesses
  2. Partnership with the Ministry of Justice to initiate "Rapid Resolution Scheme" to resolve disputes more quickly.
  3. Partnership with large retailers to disseminate their mediation expertise with smaller businesses
  4. Pilot creation of regional mediation networks through providing (government funded) training to representatives from local SMEs
- and mediation can make the idea a reality.

- Introduction to Conflict Management
- Mediators Basic Training
- Assertiveness
- Communication Skills
- Working with others: Collaboration and Partnership
- Leadership and Management: performance at work
- Teambuilding
- Executive Coaching



## Links to our 2012 venues

**Have a look at the beautiful places chosen for our Mediation Skills Training courses in 2012.** The [Beachcroft Hotel](#), Felpham right on the seashore in Bognor Regis, [Pickwell Manor](#) in gorgeous Devon and [Crogen Estate](#) in rural Wales. Learning environments where you can be sure to take everything in whilst enjoying

some wonderful surroundings. Now doesn't that just make you want to be there? Book [now](#) and be part of the experience?