

# MOVIS

CONFLICT MANAGEMENT

## Addressing conflicts constructively



for work and life

# Our Services



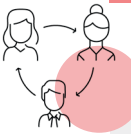
## INDIVIDUAL CONFLICT COUNSELLING

In Movis employee counselling, conflicts are recognised, identified and analysed on an individual level. This understanding of conflict helps to develop solution strategies for dealing with conflict constructively.



## MANAGER CONSULTATIONS

Managers and HR are supported in dealing with conflict situations in the workplace. Movis assists in the analysis of suspected or identified conflicts and advises on the development of goal-oriented intervention processes.



## MEDIATION

Movis accompanies the conflict parties in the solution process independently and neutrally. Balancing different needs and interests creates the basis for lasting respectful cooperation. The autonomy and personal responsibility of those involved in the conflict are preserved.



## CONFLICT MANAGEMENT IN THE COMPANY

Movis supports your company in prevention and raising awareness on the topic of conflicts: from the analysis of risk factors to presentations or training for managers, HR and employees.

BENEFICIAL

# Your benefit

## Employee satisfaction

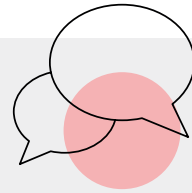
- Motivated and committed employees
- Lower staff turnover
- Win-win situation for company and employees

## Economic benefit

- Reduction of absences and illness-related costs
- Increased performance and productivity

## Sustainable solutions

- Early detection of situations hazardous to health
- Effective support for stressed employees
- Good working atmosphere through practised conflict management



## Do you have any questions?

We are happy to support you in developing conflict management for the benefit of your company.

Please feel free to contact us for further information:

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# Movis promotes the healthy and positive organisation of working and living environments.

Movis is a specialised counselling firm with decades of expertise in occupational health management. With our wide range of services, we support companies, management, HR and employees in the areas of prevention, early detection and integration.



## Prevention

Strengthen health through preparedness



## Early detection

Identify and avoid psychosocial risks, activate resources



## Integration

Early intervention, avoid disability



Conflict in the workplace can become a serious stress factor. The reduced performance of employees as a result affects the success of the company. Therefore, companies with appropriate conflict management benefit from increased productivity and high employee satisfaction.