



Employee Dispute Resolution Mediation Through Peer Review

Description: Have you ever been in a workplace situation where a supervisor has made a decision that you don't agree with? Did you wish that you could ask someone else what they thought of the decision; whether they would have done the same thing? The Peer Review process offers employees just that chance, using a formalized procedure. This topics discussed in this course include; what is Peer Review, Initiating the Process, The Peer Review Panel: Choosing a facilitator, choosing the panel, the panel's contract, the panel's role and responsibilities. The peer review process: preparing for the hearing, the hearing, and making the decision. Panel walkthrough, and why does the process fail?

Session One: Course Overview.

Session Two: What is Peer Review?

Session Three: Initiating the Process

- The First Three Stages
- Individual Exercise

Session Four: The Peer Review Panel

- Choosing a Facilitator
- Choosing the Panel
- Small Group Exercise
- The Panel's Contract
- The Panel's Role and Responsibilities

Session Five: Asking Questions

- Asking Good Questions
- Pushing My Buttons

Session Six: The Peer Review Process

- Preparing for the Hearing
- The Hearing
- Making the Decision

Session Seven: Panel Walkthrough

- Preparation
- Panel Presentation
- Decision Time

Session Eight: Why Does the Process Fail?

- Workshop Wrap-Up