

News Release

London, England, 31st March 2014

Globis to help bridge UK Skills Gap by training 10,000 people each year until 2020 to “Become a Tackler not a Dodger™” and offering free courses to school pupils.

Globis Mediation Group has today announced its intention to help bridge the UK Skills gap. It will work with businesses to train 10,000 people each year until 2020 with improved skills to tackle difficult conversations. The Leitch report recommended that the UK should dramatically raise skill levels and commit to becoming a world leader in skills by 2020; the ability to tackle difficult conversations is a key skill for employees at all levels and in all organisations.

Globis will also be offering a free Difficult Conversations workshop for school pupils aged 12-16 who qualify for Free School Meals for every in house course booked by an organisation. Equipping young people with the skills to tackle difficult conversations will enhance their confidence and employability as they transition into the workforce or further education.

Clive Lewis OBE DL, author of Difficult Conversations: 10 Steps to Becoming a Tackler not a Dodger said “Our vision is to make a significant contribution to helping the UK meet its 2020 skills target. Our research shows that there is a significant skills shortage in effective management of difficult conversations. This new and exciting initiative will help organisations in an area that most of us struggle with. Training young people in tackling difficult conversations will build stronger communities and is a sound investment for the UK’s economic future”.

The ‘38 Reasons’ Difficult Conversations Survey undertaken last year showed that 97.4% of managers dodge difficult conversations out of a concern about the impact it might have on the other person. Productivity levels in some organisations are held back due to people’s reluctance to deal with more tricky situations. The UK productivity gap with developed nations is now at its widest for 20 years according to the Office for National Statistics (ONS).

Over the last year, Globis has worked with many organisations including large corporates, schools and healthcare trusts. A whole range of subjects have been discussed by delegates including;

- performance
- sickness and absence
- project management

- country to country negotiations
- board room disagreements
- local health authority planning
- appraisals for teachers and
- redundancy

Delegates who sign up to become a tackler are trained and coached in how to see these situations as opportunities rather than difficulties.

The initiative is being launched on Wednesday 2nd April 2014.

About

How to Manage Difficult Conversations: 10 Steps to Becoming a Tackler not a Dodger was published in 2011 and featured in the Sunday Times.

Contact:

For further information on how to get your organisation involved call Clive Lewis on 0330 100 0809 or visit www.tacklingdifficultconversations.com