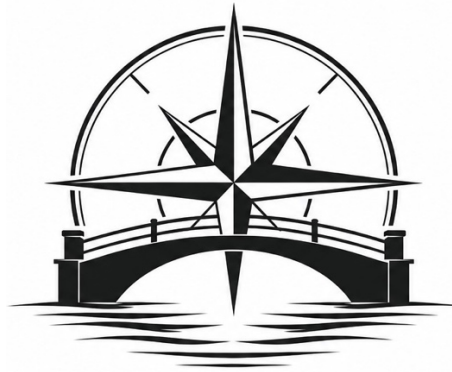




HARRINGTON MEDIATION

Understanding Precedes Resolution

Understanding Conflict Coaching

A Guide to the Conflict Coaching Process

Published by

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Baltimore, Maryland

A Harrington EduTainment Publication

What Is Conflict Coaching?

Conflict coaching is a confidential, one-on-one conversation designed to help you better understand conflict, strengthen communication, and make thoughtful decisions about situations that matter to you.

Unlike mediation, conflict coaching involves only one participant. Rather than bringing everyone together to resolve a dispute, coaching provides a private space to examine your own experiences, clarify your goals, and prepare for future conversations.

Whether you are experiencing conflict at home, at work, in your relationships, or within yourself, coaching offers an opportunity to pause, reflect, and move forward with greater intention.

Purpose of Conflict Coaching

Conflict coaching is designed to help you:

- Better understand the conflict you are experiencing.
- Clarify your thoughts, concerns, and priorities.
- Strengthen communication and decision-making skills.
- Prepare for important conversations.
- Explore possible options without pressure or judgment.
- Increase confidence and self-determination before taking action.

The goal is not to tell you what to do.

The goal is to help you better understand yourself so that whatever decision you make is one you can make with greater clarity, confidence, and intention.

Understanding precedes resolution.

Meaningful progress often begins not by changing another person, but by better understanding yourself within the conflict.

Why Choose Conflict Coaching?

Conflict can leave us feeling uncertain, frustrated, or unsure how to move forward. Conflict coaching provides a private space to step back, organize your thoughts, and approach difficult situations with greater clarity and confidence.

Rather than focusing on changing another person, conflict coaching focuses on helping you better understand your own goals, communication, and available options before taking action.

Benefits of Conflict Coaching

Conflict coaching can help you:

- Clarify your thoughts and priorities.
- Improve communication skills.
- Prepare for difficult conversations.
- Explore possible options without pressure.
- Build confidence when making decisions.
- Develop a thoughtful plan for moving forward.

Why Coaching Before Mediation?

Sometimes the most productive first step is understanding yourself before engaging with someone else.

Conflict coaching can help you prepare for mediation, decide whether mediation is appropriate, or simply gain greater confidence before having an important conversation.

Every situation is different. Coaching provides an opportunity to reflect, prepare, and move forward with greater self-determination.

Understanding yourself is often the first step toward understanding others

Who Is Conflict Coaching For?

Conflict coaching is available to anyone seeking greater clarity, confidence, and preparation before addressing conflict. Whether the situation is personal or professional, coaching provides an opportunity to reflect, strengthen communication, and make informed decisions.

Conflict coaching may be helpful for individuals experiencing:

- Family conflict
- Relationship challenges
- Workplace disagreements
- Leadership and supervisory responsibilities
- Business or organizational conflict
- Community or volunteer disputes
- Difficult personal decisions
- Important conversations that require preparation

You do not need to be involved in mediation to benefit from conflict coaching. Many individuals seek coaching simply because they want a confidential space to think through a situation before deciding what to do next.

Every conflict is unique because every person and every relationship is unique. For that reason, each coaching session is tailored to your circumstances, priorities, and goals.

Conflict coaching is not about changing who you are—it is about helping you better understand how you want to respond to conflict.

Why Choose Mediation?

People choose mediation for many different reasons. Some hope to resolve a dispute. Others simply want an opportunity to have a productive conversation that has become difficult to achieve on their own.

Unlike many formal dispute resolution processes, mediation encourages participants to remain actively involved in shaping both the conversation and any potential outcomes. Rather than placing decisions in the hands of a judge, arbitrator, or other third party, mediation allows participants to explore solutions that reflect their own circumstances, priorities, and goals.

Although mediation is not appropriate for every situation, many individuals find that it provides a respectful and constructive environment for addressing conflict while preserving dignity, communication, and self-determination.

Benefits of Mediation

- Encourages open and respectful communication.
 - Allows participants to remain in control of decisions.
 - Creates opportunities for mutual understanding.
 - Can preserve important personal or professional relationships.
 - Offers flexible and creative problem-solving.
 - Provides a private setting for difficult conversations.
 - May reduce the emotional, financial, and time-related costs associated with prolonged conflict.
-

What Happens During a Coaching Session?

Every coaching session is guided by your needs and goals. While no two conversations are exactly alike, most sessions follow a simple and flexible structure designed to encourage reflection and informed decision-making.

Step 1 — Complimentary Consultation

Your first 15-minute consultation provides an opportunity to discuss your situation, ask questions, and determine whether conflict coaching is the right fit.

Step 2 — Coaching Session

If you choose to proceed, we begin a confidential one-on-one conversation focused on understanding your concerns, clarifying your goals, and exploring the conflict from your perspective.

Step 3 — Reflection & Planning

Together, we identify communication patterns, explore possible options, and develop practical strategies that support your own objectives.

Step 4 — Moving Forward

You leave the session with greater clarity, increased self-determination, and a plan that reflects your own values and decisions—not those of the coach.

Conflict coaching does not tell you what to do. It helps you become more confident in deciding what is right for you.

My Role as Your Conflict Coach

As your Conflict Coach, my role is not to solve the conflict for you—it is to help you better understand it.

Through thoughtful conversation, active listening, and purposeful reflection, I help create an environment where you can examine the situation more clearly and make decisions that align with your own goals and values.

As Your Coach, I Will:

- Listen carefully and without judgment.
- Ask thoughtful questions that encourage reflection.
- Help clarify your concerns, interests, and priorities.
- Reflect observations that may provide new insight.
- Explore possible options without recommending a specific course of action.
- Support your ability to make informed decisions.

Your Role

Conflict coaching is a collaborative process. You remain responsible for:

- Identifying your goals.
- Deciding what actions to take.
- Choosing whether to implement any ideas discussed during coaching.
- Determining what success looks like for your situation.

Together, we focus on increasing understanding—not directing outcomes.

The purpose of conflict coaching is not to provide answers. It is to help you discover your own.

Professional Boundaries

Conflict coaching is a professional service designed to support reflection, communication, and informed decision-making. To ensure the coaching relationship remains ethical and clearly defined, it is important to understand both what conflict coaching is and what it is not.

Conflict Coaching Is...

- A confidential one-on-one conversation.
- A process that supports self-determination.
- An opportunity to strengthen communication skills.
- A place to explore options without pressure or judgment.
- Focused on helping you better understand yourself within conflict.

Conflict Coaching Is Not...

- Legal representation or legal advice.
- Financial advice.
- Psychological counseling or therapy.
- Crisis intervention.
- Advocacy or representation for any party.
- A service where the coach tells you what to do.
- A process where the coach takes sides or determines who is right or wrong.

Confidentiality

Conflict coaching is intended to be confidential, subject to limited legal exceptions. Those exceptions will be explained before coaching begins so that you understand both the protections and the limitations of confidentiality.

Conflict coaching provides guidance through thoughtful conversation—not direction through instruction.

Preparing for Your Coaching Session

You do not need to prepare a presentation or have everything figured out before your session. The most valuable preparation is simply taking a few moments to reflect on what you are experiencing and what you hope to gain from the conversation.

Before Your Session

Consider the following questions:

- What situation would you like to discuss?
- What is your greatest concern?
- What outcome would represent meaningful progress?
- What conversation or decision are you preparing for?
- What questions would you like to explore during coaching?

What to Bring

You may find it helpful to bring:

- A notepad and pen
- Written questions or topics you wish to discuss
- Water or a light snack for longer sessions

Making the Most of Coaching

- Be honest with yourself and your coach.
- Remain open to exploring different perspectives.
- Ask questions whenever something is unclear.
- Take time to reflect before making important decisions.

Meaningful progress often begins with greater self-awareness rather than immediate action.

The more openly you engage with the process, the more valuable your coaching experience is likely to become.

About Harrington Conflict Coaching

Harrington Conflict Coaching is founded on the belief that meaningful change begins with understanding. Before people can navigate conflict effectively with others, they often benefit from better understanding themselves—their goals, concerns, communication patterns, and available options.

Our coaching approach is grounded in self-determination, respect, neutrality, and ethical professional practice. Every session is designed to support your ability to make informed decisions while remaining in control of the direction you choose.

Our Philosophy

Understanding Precedes Resolution.

We believe that lasting progress often begins with greater self-awareness. As understanding grows, confidence, communication, and thoughtful decision-making naturally become stronger.

Session Information

Conflict coaching is available:

- In person at the Harrington Mediation office
- Virtually through a secure online platform
- At an agreed public meeting location
- At another mutually agreed location when appropriate

Fees

- **15-minute consultation:** Complimentary
- **One-hour coaching session:** \$100
- **Additional sessions:** \$100 each
- **Scheduling fee for additional sessions:** \$25
- **Travel fees** may apply for sessions outside standard meeting locations.

Every coaching session is centered on one principle: empowering you to move forward with greater understanding, confidence, and self-determination.

Our Services

Harrington Mediation currently provides professional mediation services in a variety of conflict settings, including:

- Family Mediation
- Parenting & Co-Parenting Mediation
- Workplace Mediation
- Community Mediation
- Neighbor Disputes
- Organizational Conflict
- General Civil Mediation
- Conflict Coaching (One-on-One Conflict Support)

As our practice continues to grow, additional conflict resolution and educational services may become available.

Beyond Individual Conflict

Conflict coaching focuses on helping one individual better understand conflict and prepare for thoughtful action. Some situations, however, involve multiple people, teams, or organizations and may benefit from additional conflict resolution services.

Harrington Mediation continues to expand its professional services to meet the needs of individuals, families, businesses, and organizations seeking constructive approaches to conflict.

Additional Services

- Mediation Services
- Business & Organizational Conflict Resolution
- Workplace Conflict Support
- Team Communication & Facilitation
- Educational Workshops
- Speaking & Training Programs

As our practice grows, additional resources and specialized services will become available.

Because understanding is valuable at every level—from individuals to organizations.

Connect With Harrington Mediation

We welcome the opportunity to answer questions about mediation, discuss whether mediation may be appropriate for your situation, or help you schedule a consultation.

Website

robertharringtonjr.com

Email

harringtonmediation@yahoo.com

Phone

443-680-5576

Scan For Homepage



Additional Resources

Continue your learning through the educational resources available from Harrington Mediation and Harrington EduTainment.

Educational Resources

- Understanding Conflict Coaching – Booklet
- Business & Organizational Conflict Resolution - Booklet
- Understanding Mediation – Educational Video Series
- HarringtonEduTainment YouTube Channel
- Notary Services

Join Us

Whether you are considering mediation, preparing for conflict coaching, or simply seeking to better understand conflict, we invite you to explore additional educational resources designed to encourage thoughtful communication, reflection, and understanding.



HARRINGTON MEDIATION

Understanding Precedes Resolution

Thank you for taking the time to learn about mediation.

Meaningful resolution often begins with meaningful understanding.

Contact

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