

Training Provider	Learn Skills	Assessment	Quizzes & Final Exam
Location	learnskills.org	Qualification	Certificate of Completion
Method	Asynchronous Self-paced	Eligibility	Open
Cost	50 EUR		

With the increase in litigation — especially employment litigation — in the 1990s, the time from inception of a lawsuit to decision continued to grow, as did the costs (both actual and "lost opportunity" costs), giving new meaning to the phrase, "Justice delayed is justice denied." Companies began to re-examine their objectives and view their desired outcomes not so much from a legal standpoint, but more from a business perspective. ADR, with its efficiency, speed and cost-effectiveness, became a far more attractive alternative to traditional litigation.

Equally important, ADR gives parties the unique ability to fashion the process, preferably through mutual agreement, according to their specific needs. They can use ADR either as a true alternative to, or in conjunction with, the traditional litigation process with a single objective in mind: to obtain a mutually satisfactory result, as quickly and cost-effectively as possible. **Course Summary**

This Course is intended to help management and human-resources staff recognize the different forms of ADR and respond to situations in the workplace where ADR may be appropriate. The topics covered in the Course include —

- What is ADR?
- Why ADR?
- Mediation
- Arbitration
- Other ADR methods
- Related issues
- ADR systems design



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