

Mediation Als Konfliktlösungsinstrument In Der Betrieblichen Praxis - Claudia Then

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Mediation als Instrument der Konfliktlösung ist keine Erfindung der Neuzeit. Bereits 594 v. Chr. wurde der Athener Staatsmann Solon zum Mediator gewählt, um den Rechtsfrieden auf der Basis von 'gleichem Recht für alle', 'Wohlgeordnetheit' und 'Gerechtigkeit' herzustellen.¹ Einzug in die Arbeitswelt hielt die Mediation erstmals 1898 in den USA mit einem vom Kongress verabschiedeten Gesetz zur Mediation bei Arbeitskonflikten.² Inzwischen hat sich die Mediation in den USA als Konfliktlösungsmethode etabliert und ist sogar teilweise als Vorverfahren zur gerichtlichen Auseinandersetzung obligatorisch, da der Weg über die Gerichte als kostspielig, langwierig, starr und unpersönlich gesehen wird.³ Den Weg nach Deutschland fand die Mediation in den neunzehnhundertsiebzigern Jahren. Seit diesem Zeitpunkt findet die Mediation immer mehr Anhänger und der Begriff taucht auch immer häufiger in der Managementliteratur auf. Ursprünglich beschränkte sich die Mediation in Deutschland vor allem mit den klassischen Feldern der Familien-, Scheidungs- und Umweltmediation; doch inzwischen hat die Mediation unter anderem auch in den Bereichen Schule und Wirtschaft Einzug gehalten.⁴

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