



# TRAINING SERVICES

FROM ONE THE UK'S LARGEST PROVIDERS

## Training for a fairer, safer workplace

CMP's training helps you build internal capability to handle conflict well, lead fair processes, and create an inclusive, psychologically safe culture. With 35+ years' experience and a UK-wide team of expert associates, we deliver learning that sticks.

### Why CMP?

- **Designed for real life:** Our training is built around the real experiences of our investigators and mediators. We go beyond theory to equip people with tools and confidence they can apply straight away.
- **Trauma-informed approach:** Whether we're training investigators or managers, our delivery is underpinned by trauma-informed principles, helping participants support others with compassion and care.
- **Flexible delivery:** We offer online, in-person, and hybrid options. We'll adapt to your needs, with open access courses and fully tailored programmes for teams and organisations.
- **Facilitators who've done the job:** All CMP trainers are active associates in their field, whether that's investigation, mediation, or leadership coaching, bringing authenticity and credibility to every session.

## Our core topics

Highlights of our training include:

- **Investigation skills:** Interviewing, evidence gathering, analysis, and report writing, aligned to BS:102000 standards.
- **Mediation and conflict resolution:** From introductory conflict confidence for staff to accredited mediation skills for internal practitioners.
- **Leadership and culture:** Psychological Safety, leading with fairness, handling difficult conversations, and inclusive decision-making.
- **Student-focused training for HE:** Specialist modules for student-facing staff and investigators, including sexual misconduct casework.

## Certification and progression

Many of our courses include CPD accreditation or formal certification. We also support long-term learning pathways, including developing in-house teams.

## Get in touch for more on pricing

We're happy to agree volume-based discounts for regular clients.