

***30-HOUR GENERAL
MEDIATION SKILLS TRAINING***



CONFLICT STYLES

AVOID



ACCOMMODATE



COMPETE



CONFLICT STYLES

COMPROMISE



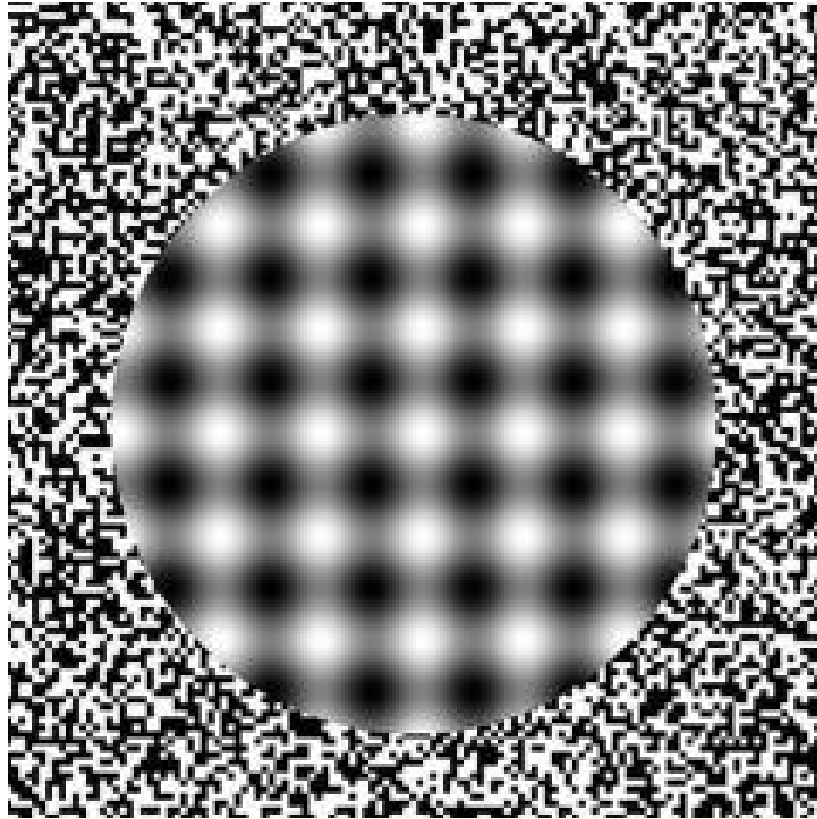
COLLABORATE





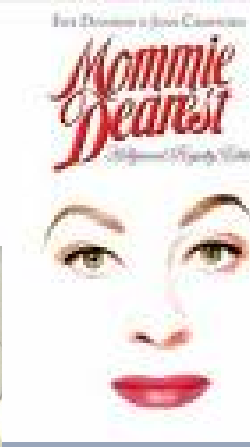
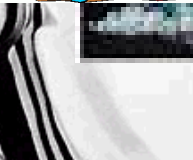
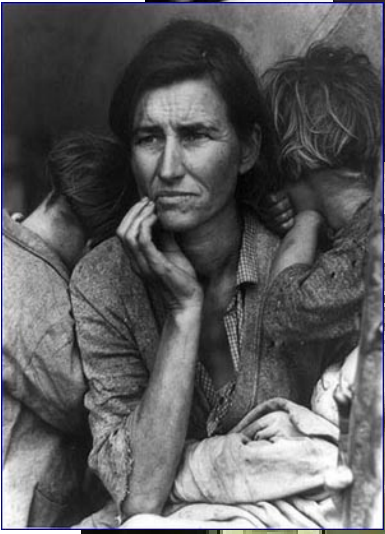


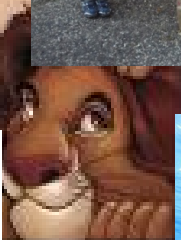
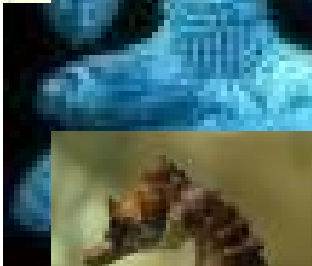
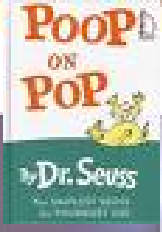
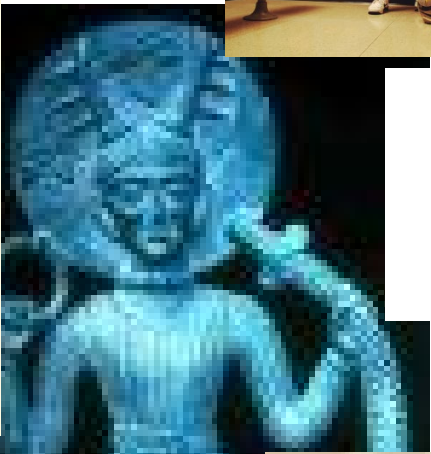
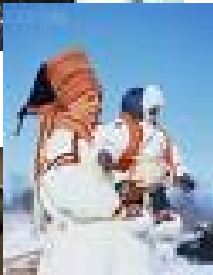
WORLDVIEW

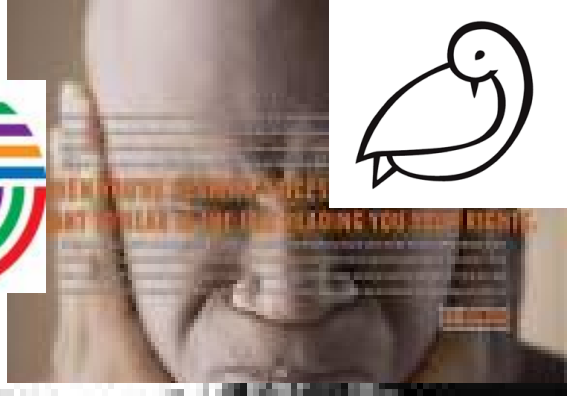
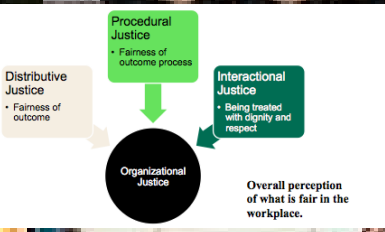




Are You My Mother?
by P.D. Eastman



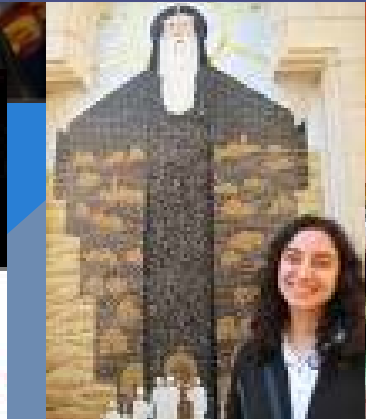
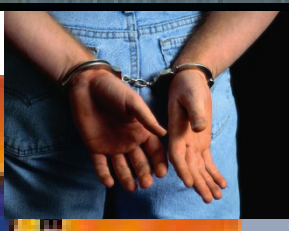
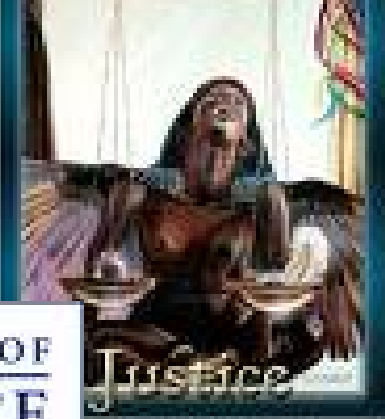




SOCIAL JUSTICE SUMMIT



NO JUSTICE,
NO PEACE



IMPACT OF WORLDVIEWS IN CONFLICT

“And no matter how much we discuss this, she will always think that she did the right thing in that situation and I will forever be unable to trust someone who can act that way and claim it's the right thing...”

“In sum, I don't think I have the wherewithal to sort of put up with our cultural differences – you'd think I'd have run across them all by now, but not this particular thing.”



INCREASING CAPACITY TO NEGOTIATE ACROSS WORLDVIEWS



COMMUNICATING ACROSS WORLDVIEWS

Should you focus on the “differences?”

Understand how bias is perceived

Understand your own worldviews

- (and that they are YOURS)

Frames for communication across worldviews, adding the relational element

Meaningful participation in process

Preparation

KEY FACTORS IMPACTING PROCEDURAL FAIRNESS IN DISPUTE RESOLUTION PROCEEDINGS

Research indicates that if disputants perceive that they have been treated in a procedurally fair manner, they are more likely to judge the process as fair, even if the outcome is unfavorable.

- Having a meaningful opportunity to tell their story.
- Receiving assurance others have listened to their story and cared about what was said.
- Treating all participants with dignity and respect.



CONTEXT: RULE 114 & BUSINESS OF MEDIATION



PREPARATION FOR MEDIATION

- Appropriate for mediation?
- Appropriate for you?
- What do you want to know?
- Why do you know it (& from whom)?
- What do you communicate?



INTAKE



Goals and Fit

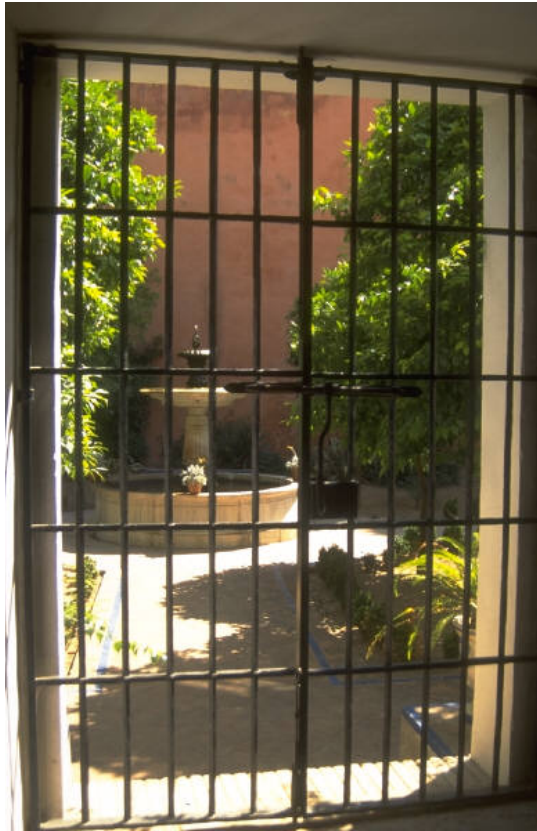
- Meet reasonable expectations of the parties
- Parties' capacity to self-determine
- Conversion rate

Process Decisions

- Meet together/apart
- Confidentiality

Pre-mediation information

ENTERING MEDIATION



Timing of process

Location & other logistics

Settlement authority

Sharing information

Confidentiality

INFORMATION



Preparation

- What do you want to know?
(How much time do you spend & who pays?)
- What do you provide to the parties?

FACILITATING RIPENESS



Party preparation

Key information available

Compatible interests

ZOPA

PRE-MEDIATION PHONE CALL



FORMS

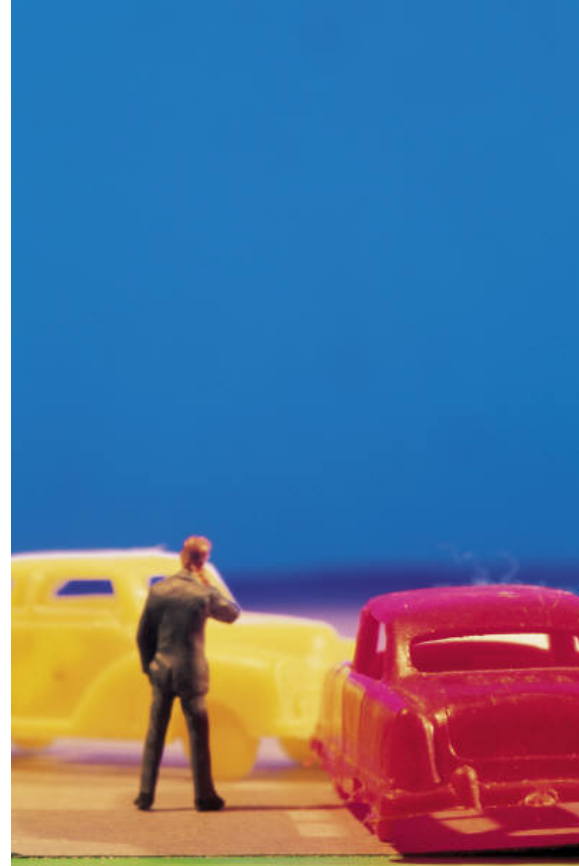
**Confidential Information Statement
Agreement to Mediate
Personal Bio
Educational Information**



MEDIATION SPACE



PARKER VS. DAVIDSON



SAMOAN CIRCLE



INSIGHTS



THANKS!



GOODBYE!



**Thank
you!**

