

Mediator Essentials: Skills for Facilitating Negotiated Agreements

Day 1

8:00 a.m.	Registration
8:30 a.m.	Problem Solving Participant Exercise: <i>The People Hunt</i>
9:00 a.m.	Welcome & Introductions
9:30 a.m.	Dispute Resolution Processes: Putting Mediation into Perspective <i>Lecture and Facilitated Discussion</i>
10:15 a.m.	Break
10:30 a.m.	Mediation Process Overview
11:15 a.m.	First Mediation Demonstration <i>Video/Analysis/Discussion</i>
12:15 p.m.	Lunch
1:15 p.m.	Communication Dynamics in Mediation <i>Lecture, Facilitated Discussion, and Exercise</i>
2:00 pm.	Cross Cultural Dynamics in Mediation <i>Lecture, Facilitated Discussion, and Exercise</i>
2:45 p.m.	Break
3:00 p.m.	Insights into Conflict <i>Video, Group Participation, Lecture, Facilitated Discussion</i>
4:00 p.m.	Extent (or Limit) of Mediator Influence to Effect Settlement <i>Lecture</i>
5:00 p.m.	Q&A Day 1 Topics /Assignments for Mediation Simulation #1
5:30 p.m.	Adjourn

Day 2

- 8:30 a.m.** **Mediation: Philosophical Orientations and Mediator Styles**
Exercise and Facilitated Discussion
- 9:15 a.m.** **Second Mediation Demonstration**
Video/Analysis/Discussion
- 10:30 a.m.** **Break**
- 10:45 a.m.** **Analysis of Mediator's Opening Remarks**
Lecture and Discussion
- 12:15 p.m.** **Lunch**
- 1:15 p.m.** **Fundamentals of Negotiation**
Participant Exercise
- 2:45 p.m.** **Break**
- 3:00 p.m.** **Mediation Simulation #1**
Mediation role play with de-briefing session.
- 5:15 p.m.** **Q&A Day 2 Topics /Assignments for Simulations #2 & #3**
- 5:30 p.m.** **Adjourn**

Day 3

- 8:30 a.m.** **Setting the Stage for Effective Mediation**
Lecture, Facilitated Discussion & Exercise
- 9:30 a.m.** **Mediation Simulation #2**
Mediation role play with de-briefing session.
- 12:00 p.m.** **Lunch**
- 1:00 p.m.** **Settlement Building Techniques / Dealing with Impasse**
Lecture, Facilitated Discussion, and Exercise
- 2:30 p.m.** **Break**

- 2:45 p.m.** **Mediation Simulation #3**
Mediation role play with de-briefing session.
- 5:15 p.m.** **Q&A Day 3 Topics/Assignments for Mediation Simulation #4**
- 5:30 p.m.** **Adjourn**
- Day 4**
- 8:30 a.m.** **Mediator Ethics**
Exercise and Facilitated Discussion
- 10:30 a.m.** **Mediation Simulation #4**
Mediation role play with de-briefing session.
- 12:30 p.m.** **Lunch**
- 1:30 p.m.** **The Mediated Agreement**
Lecture, Facilitated Discussion and Demonstration
- 2:30 p.m.** **Break**
- 2:45 p.m.** **Developing a Mediation Practice**
- 4:00 p.m.** **Q&A Day 4 Topics /Summary/Evaluations/Certificates**
- 4:30 p.m.** **Adjourn**