



Summer School about Integrated Mediation

This is a must have for every mediator or mediator to be, who wants to deliver best mediation services. You think, you are doing already the best services possible? You believe, an additional summer school is neither needed nor sufficient compared to trainings you passed already or you plan to pass? When you are right, you surely know pretty well how to realize methods and techniques fitting to mediation in each step, phase and situation. You also know what makes a mediation achieving success wanted. Can you imagine, that this is not the settlement?

The key for all the questions coming up in mediation you will find in science derivation. Asking mediators around the world about the scientific background of mediation, Harvard-Concept will be the answer. We have to take into consideration, that Harvard-Concept is a research about negotiation, not about mediation! Surely the principles of Harvard-Concept became a part of mediation, like some principles of other theories as well. Mediation for example adopted parts of conflict theory, theory about conflict evolution, communication theory, decision making theory, understanding of escalation and consensus finding, theory about negotiation and so on. All of them are just fragments explaining some of parts of mediation. None of them is able to explain mediation entirely and to answer the question raised at the beginning. Where derivation is missing, mediation is based more on gut-feelings where the logic behind might get lost and the application is getting a bit hazy. Those inaccuracies can be avoided.

God thanks there is one approach able to clear up mediation entirely. The derivation is called *cognitive mediation theory*. It understands mediation like a cognition process where parties will have to think in a way that makes them opening their mind for best solutions they cannot see yet. It's not the mediator who has to think about solutions in order to make them visible. This is the task of mediation. The mediator just has to think about the brain walk, realising mediation, parties have to pass. Stepping deeper, you will see that the way of thinking and everything needed for that is described by mediation perfectly. Mediation is – if you like – a super process, where every other process can be measured at. Having this in mind, mediation also becomes a hyper process, where methods can be combined and the scope of using mediation will be enhanced. Pointing out the difference to mediation based on the Harvard-Concept, cognitive mediation theory is using a consistent methodology and systematic, leading to highest quality possible.

We called this understanding of mediation *Integrated Mediation*.

Integrated Mediation therefore is the name for a concept, a model and a form of mediation and the name of an association providing the knowledge needed to improve and implement mediation the best way possible.

Training concept

Usually a full-scale training in mediation accredited by Integrated Mediation is about 600 hours. The training is graduated in three steps, where applicants become 1,2 or 3-star-mediators.

The summer school appears like an extract pointing out the main idea, elements, methods and the logic behind where participants will precisely understand why what is working in mediation and how. It's a fund they can use to round the training they passed already, for better teaching mediation, for a new training in mediation and even for implementing mediation.

The key is understanding mediation in its depth.

Seeing mediation as a cognition process, it can be used for every decision-making, for information management, to improve dealing with each other in general and last but not least for improving the process of mediation itself. Mediation now appears as to be a procedure, a method and a competence the same way, that can be distinguished clearly from other decision-makings and measured by benchmarks. Participants will be able to plan each single step of mediation, to improve marketing and even politics about implementing mediation.

As an extract there are further exercises needed for sure. They can be managed through local trainers, who learn to refer this concept. As an association, Integrated Mediation offers further online support as well. Finally, there are options to add 3-day trainings for each field like mediation in family affairs, business affairs, inner firm or workplace conflicts as well.

All together, these steps will show up the whole picture about mediation and the competence behind.

Curriculum

1st day (9 a.m. by 6 p.m.)

Introduction, mainly lectures with discussion and examples

- Welcoming in the manner of phase one in mediation adjusting aims and benefits to be expected, negotiating the frame of the training and conditions achieving the aims given. Establishing a meta-level.

Introduction

- Overview about mediation, its variety, different appearances, use and challenges. Pointing out the kernel, borders and limits.
- Systematic
The universe of conflict resolution
Categorising the different approaches. Extracting the character of procedures more than formalities as to be the main criteria for distinguishing, where mediation is focussing understanding not the solution.
- Systematic about mediation
Confusing labels
Concepts, models (kinds), forms, fields and styles of mediation.

- Enhancing the scope of mediation (mediation radius)
Mediation as a method, process, competence
Procedures are containers, the process is the landmark for methods. Methods are the landmark for techniques. Everything is connected with each other.
- Dealing with complexity instead of reducing complexity
Complexity of the case
Complexity of the process
Complexity of the knowledge needed (wide but not deep).
- Mediation as a puzzle (Putting everything together)
Systemic of mediation (meaning of meta levels and systems as crucial elements)

Starting top down

- The concepts of mediation
Harvard concept vs. cognition concept, Mediation
- Mediation as the way to go
Aims and milestones
- Dealing with information
meta information
mediation as decision making process
- Dealing with understanding
the core of mediation covering methods and techniques
- Dealing with conflicts:
conflict dimensions are the key in mediation
mediation not just for solving problems
Obstacles, challenges and ways of mediation how to overcome them
- Discussion about cases

2nd day (9 a.m. by 6 p.m.)

Reflection, adding some lectures, discussion, exercises, roleplay

- Summary, reflection, questions, adjustments

Phases

- The logic of the phases referring the cognition process
- Understanding phases as to be the brain walk
- The tasks given by the phases
- Stage finishes and dynamic behind
- How to steer through phases

Understanding

- What a mediator needs to understand
- What parties need to understand
- Obstacles in understanding
- Introducing the loop as a swizz knife
- Exercises

Conflict

- Problem vs conflict, influence on mediation
- Conflict dimensions
- Conflict analysis vs conflict diagnosis, conflict map as a tool
- Connection to centres of human intelligence
- Connection to the way of thinking
- Linking into mediation

Stepping into the case (Roleplay, preparing and phase 1)

- preparing the case
 - checking suitability
 - planning the talks
 - readiness (motivation) for mediation vs. voluntariness
 - principle of indetermination (establishing the communication pattern)
 - principle of cooperation (the strategical view on mediation)
 - mediation contract
- Discussion

Broken world

- stepping into the broken world and why we should not get stranded there
- Focussing the problem hinders to think out
- Mind sticking, understanding the problem
- The meaning of arguments, positions and issues
- connections with each other and with the conflict

Continuing the case (Roleplay, phase 2)

- identifying the controversial, problem vs. conflict
 - three ways to collect issues
 - Relationship of arguments, positions and issues and why we need that
- Discussion

Behind the problem

- the world of imagination and why we need that
- solutions as an obstacle
- Detecting interests in motives and needs
- relationship motives, interests, needs and solutions

Continuing the case (Roleplay, phase 3)

- how to find solutions
- working out the criteria for solutions
- using interventions
- Discussion and further exercises

3rd day (9 a.m. by 6 p.m.)

Reflection, adding some lectures with discussion, exercises, roleplay

- Summary, reflection and discussion, adjustments

Real world

- Back to reality
- Planning future, making the impossible possible
- Creativity
- Evaluation
- Comparison
- Channelling the solution

Continuing the case (Roleplay, phase 4)

- The crucial steps of phase 4 (making offers, brainstorming to collect solutions, evaluating solutions, finding the way of solution, comparing solutions)
- Opening ones mind for being creative
- Challenges in WATNA/BATNA

Agreements

- Agreements accompany mediation
- Fixing the aim of mediation, it's not the settlement
- Manifesting the solution found
- Checking the deal to be taken

Continuing the case (Roleplay, phase 5)

- Heading to an agreement
- Criteria for a good agreement
- suggestions and advise

4th day (9 a.m. by 6 p.m.)

Reflection, adding some lectures with discussion, exercises, roleplay

- Summary and check, adjusting the course

Funds and borders

- Careful regarding the law, interfaces, where law is needed, why and how
- Careful regarding therapy, interfaces, how close we can get
- Other disciplines influencing mediation
- The network needed around mediation

Quality

- Crucial issues to identify mediation
- Measuring the quality in mediation
- Defining success and finishing when is a mediation finished
- Benchmarks

Working on cases

- Tipps and tricks
- how does cognitive mediation theory help me when working on cases
- Some more exercises and role plays

- Working in mediation fields
how does mediation appear in different fields (i.e. family conflicts)
- Final conclusions and outlook

Aims and results

The aim of that training is to provide a deep understanding of mediation in general as a way of thinking that can be used everywhere. It will improve quality and enhance the scope of mediation. It will be the fund for further development and practice in mediation

Participants will receive a certification. If this training is enhancing another mediation training, filling up the hours needed, they can become certified as star-mediator.

Arthur Trossen

Chairman of integrated mediation

Mediator***, Trainer, int. Expert and Author

Editor of www.wiki-to-yes.org

See also www.in-mediation.eu/en/