

3 – 3 Virtual Mediation Training

Day/Module	Module Title	Type	Time
Pework	Take CDP Read Technical Guide and Interpretive Considerations		180
Day 1 - AM	180 minutes (includes 10 minutes break)		170
Introductions	Overview of Course/Introductions		20
Conflict Resolution Theory	What is ADR Different Ways of Dealing with Conflict (ADR) Types of Mediation and Styles Workplace Mediation and Benefits Three Conflict Management Systems	Lecture Pairs Exercise Individual Exercise	45
Necessary Knowledge	Structure of Conflict “Wrong Reflexes” Video (The Clash) Retaliatory Cycle Cost of Conflict Conciliatory Cycle Forces Toward Harmony	Group Exercise Group Exercise Video Group Exercise Discussion	105
Day 1 - PM	180 minutes (includes 10 minutes break)		170
Conflict Dynamics Profile	Path of Conflict Cognitive vs. Affective Conflict Responses to Conflict Constructive/Destructive Responses Hot Buttons	Discussion Group Exercise	
Homework	CDP <ul style="list-style-type: none"> ● Review Self Report/Development Plan ● Identify Conflict Behaviors Worksheet ● Read Scenarios for TPR 		60 15 20
Day 2 - AM	180 minutes (includes 10 minutes break)		170
CDP continued Begin Third Party Resolution	Preparing for Mediation or a Feedback Session Group Report for Team Mediation Decide to Mediate When to Use Third Party Mediation Objectives of the Preliminary Meeting Mediation Map Video (Preliminary Meeting)	Role Play/Feedback Discussion Discussion Video	
Day 2 - PM	180 minutes (includes 10 minutes break)		170
Third Party Resolution	Mediation Map Preparing Issue Statements	Discussion Small Group Exercise	

3 – 3 Virtual Mediation Training

	Plan the Context Preliminary Meeting (Part 1) – 3 Rounds Primary Tasks Hosting the Three-Way Meeting Video (Three-Way Meeting)	Group Exercise Role Play/Feedback Video	
Homework	Read Chapter 21 and Appendix 4		45
Day 3 - AM	180 minutes (includes 10 minutes break)		170
TPR continued	Host the Three-Way Meeting – 2 Rounds Supporting the Deal Video (Make a Deal) Role Play – Make a Deal – 1 Round The Key	Role/Play Feedback Video Role Play/Feedback	
Day 3 - PM	180 minutes (includes 10 minutes break)		170
Successful Conflict Conversations	Find a Time to Talk Video (Find a Time to Talk) - Role Play/Feedback (Part 1) – 3 Rounds Talk it Out Videos (Talk it Out/Breakthrough) - Role Play/Feedback (Part 2) – 3 Rounds	Group Exercise Video Role Play/Feedback Video Role Play/Feedback	
Homework	Read Chapters 18-19		45
Day 4 – AM	180 minutes (includes 10 min break)		170
Advanced Mediation Skills	Mediation Agreements Working with Representation Private Caucus vs In-Room Mini-Caucus Nudging Past Impasse Reframing - Video	Group Exercise Video	
Day 4 – PM	180 minutes (includes 10 minutes break)		170
Advanced Mediation Skills	Perspective Taking - Video Positions and Interests - Video - Role Play BATNA, WATNA, MLATNA - Role Play Informing and Reminding - Video Power, Rights, Interests - Video Balancing Power - Video - Role Play	Video Video Role Play Role Play Video Video Video	
Homework	Plan Role Plays Assigned for Day 5		55

3 – 3 Virtual Mediation Training

Day 5 - AM	180 minutes (includes 10 minutes break)		170
Advanced Mediation	Bullying - Video Managing Emotions	Video	
Role Plays	Feedback – Giving and Receiving Practice Rounds 1 - 2 Preliminary Meetings - Role Play/Feedback (Part 1)	Role Play/Feedback	
Day 5 - PM	180 minutes (includes 10 minutes break)		170
Advanced Mediation	Practice Rounds 3 - 4 Preliminary Meetings Preparing to Mediate Practice Rounds 5 - 6 Mediation		
Role Plays	- Role Play/Feedback (Part 2)	Role Play/Feedback	
Homework	Teach back Preparation		60
Day 6 - AM	180 minutes (includes 10 minutes break)		170
Advanced Mediation	Practice Round 7 - 8 Mediation		
Role Plays	- Role Play/Feedback (Part 2)	Role Play/Feedback	
Teach Back TPR	Teach Back Preparation TPR/SCC		
Day 6 – PM	180 minutes (includes 10 minutes break)		170
Teach Back	Teach Back - Role Play Team Mediation	Role Play	
Mediator Professionalism	Standards of Conduct Additional ODR Standards Mediation Practice Personal Action Plan		
Post Class Work	Preparation for Master Trainer meeting		120
Role Play = 150	Role Play - 1/1 with Master Trainer Training Evaluation and Certification		60

Mediation Training	Total Minutes	Total Hours
- Prework	180 * not included in total	3.0 * not included in total
- Homework	300	5.0
- Classroom	2040	34.0
- Post Class Work	180	3.0
Total Time Commitment	2520	42.0