

5 Day - Mediation Training (In Person)

Day/Module	Module Title/Content	Type	Time
Pework	Take CDP Read Technical Guide and Interpretive Considerations		180
Day 1 - AM	210 minutes (includes 15 minutes break)		195
Introductions	Overview of Course/Introductions	Group Exercise	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 3 Learning Checks	Group Exercise Group Exercise Video Group Exercise Discussion Pair Exercise	125
Day 1 - PM	240 minutes (includes 15 minutes break)		225
Conflict Dynamics Profile	Path of Conflict Cognitive vs. Affective Conflict Responses to Conflict Constructive/Destructive Responses Hot Buttons	Discussion Group Exercise Small 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	210 minutes (includes 15 minutes break)		195
CDP continued	Preparing for Mediation or a Feedback Session Group Report for Team Mediation	Role Play/Feedback Discussion	75
Third Party Resolution	Decide to Mediate When to Use Third Party Mediation Objectives of the Preliminary Meeting Mediation Map	Group Exercise Small Group Exercise Individual Exercise	100
Day 2 – PM	240 minutes (includes 15 minutes break)		225
TPR continued	Preparing Issue Statements Plan the Context Preliminary Meetings Video Preliminary Meetings (Part 1) – 3 Rounds Primary Tasks	Small Group Exercise Group Exercise Video Role Play/Feedback Discussion	

5 Day - Mediation Training (In Person)

	Hosting the Three-Way Meeting Video (Three-Way Meeting) Host the Three-Way (Part 2) – 2 Rounds Supporting the Deal Video (Breakthrough) Make a Deal/Role Play - 1 Round The Key	Video Role Play/Feedback Video Role Play/Feedback	
Homework	Read Chapters 18/19		45
Day 3 - AM	210 minutes (includes 15 minutes break)		195
Advanced Mediation Skills	Mediation Agreements Working with Representation Private Caucus vs In-Room Mini-Caucus Nudging Past Impasse Reframing - Video Perspective Taking - Video	Discussion Small Group Discussion Video Group Exercise Video	
Day 3 - PM	240 minutes (includes 15 minutes break)		225
Advanced Mediation Skills	Positions and Interests - Video - Role play – Part 1 BATNA, WATNA, MLATNA - Video - Role play – Part 2 Informing and Reminding - Video Balancing Power - Video - Role play – Part 3 Power and Intensity Imbalance - Video Bullying - Video Managing Emotions - Video	Video Role Play Video Role Play Video Video Role Play Group Exercise Video Video Video	
Homework	Review and Plan Role Plays for Day 4		60
Day 4 – AM	210 minutes (includes 15 minutes break)		195
Advanced Mediator Role Plays	Review of Mediation Tasks Feedback – Giving and Receiving Practice Rounds 1 - 4 Preliminary Meetings - Role Play/Feedback (Part 1)	Role Play/Feedback	
Day 4 – PM	240 minutes (includes 15 minutes break)		225
Advanced Mediator Role Plays	Practice Rounds 5 - 8 - Role Play/Feedback (Part 2)		

5 Day - Mediation Training (In Person)

		Role Play/Feedback	
Homework	Review Role Plays for SCC Read Chapter 21 and Appendix 4 Teach back Planning (TPR and CDP)		15 25 60
Day 5 - AM	210 minutes (includes 15 minutes break)		195
Successful Conflict Conversations	Successful Conflict Conversations Find a Time to Talk Video (Find a Time to Talk) - Role Play/Feedback (Part 1) – 3 Rounds Talk it Out Video (Talk it Out/Breakthrough) - Role Play/Feedback (Part 2) – 3 Rounds	Group Exercise Video Role Play/Feedback Video Role Play/Feedback	
Day 5 - PM	240 minutes (includes 15 minutes break)		225
Mediator Professionalism	Teach Back TPR/SCC - Role Play Standards of Conduct Additional ODR Standards Team Mediation Mediation Practice Personal Action Plan	Role Play Discussion Group Exercise Individual Exercise	
Post Class Work	Preparation for Master Trainer meeting Role Play - 1/1 with Master Trainer Training Evaluation and Certification		120 60

Mediation Training	Total Minutes	Total Hours
- Pework	180 (*not included in total)	3.0 (*not included in total)
- Homework	300	5.0
- Classroom	2100	35.0
- Post Class Work	180	3.0
Total Time Commitment	2580	43.0