



During the EMA/CAMP IMI Qualifying Mediation Skills course, learners will:

- Work their way sequentially through the online course and participate in the live, online, synchronous sessions as scheduled.
- Read and watch content presented within the online course, and be directed to articles and websites on the internet to discuss in the subsequent facilitated session.
- View segments of the mediation scenario, *Kumar v. Kumar*, with mediator Laila Ollapally, and hear Bruce Edwards' commentary on the skills and techniques presented.
- Hear from Edwards Mediation Academy (EMA) experts uniquely qualified to share valuable lessons on the skills/techniques and necessary competencies to be an effective mediator.
- Engage in activities to reflect on their current level of understanding on a variety of topics and build on this baseline knowledge in both the online course component and in the live facilitated sessions.
- Complete an assignment at the end of each online module to measure their retention of the information provided. These assignments will be evaluated by Bruce Edwards and other EMA professional staff, providing the learner with valuable feedback. Students must receive 90% or above on at least 8 out of 9 assignments.
- Attend and participate in the live facilitated sessions, held online, with EMA/CAMP trainers and assessors. These sessions include Q&A with Bruce Edwards and/or Laila Ollapally, discussion of utilizing the lessons and skills in the Indian legal context (localizing the learning), exercises designed to utilize the skills and knowledge obtained in the online course, and coaching & practicing mediation skills in a simulated environment through role plays specifically developed for that module.
- Participate in a final role play assessment with EMA/CAMP assessor and coaches where they will be given a formal assessment of their competence as a mediator.
- The program is structured in a Tell - See - Do Format. Participants have the opportunity to hear lectures from experienced mediators/ watch the expert



mediator in action/ engage in a roleplay to practice their learning. Q&A sessions with the expert are held after role play so participants have the full experience of study before accessing the expert for query resolution.

Topics and the order they are presented, including lectures, exercises, shadowing of a mediation, role play, Q&A, facilitated discussion and localization **synchronous learning session is indicated in green, asynchronous learning sessions is indicated in blue**) A typical schedule is outlined below*:

* CAMP and EMA reserve the right to modify this schedule as needed.

Live session 1 Orientation: Introductions and How to Navigate Online Course, Best Practices (learning by doing)	Live, online, synchronous learning Discussion and interactive session
Online Module 1 (Week1) Principles of Mediation	Text, commentary by experienced mediators & other relevant professional mediators (bios attached), exercises, factual summary of filmed mediation (Kumar v. Kumar).
Online Module 2 (Week 1) Convening Techniques in Mediation	Text, commentary by experienced mediators (bios attached), exercises, Convening stage of Kumar v. Kumar.
Live session 2 Principles of Mediation and Convening Role Play	<ul style="list-style-type: none"> -Participants divided in groups of 4 (two mediators + two parties) - Each mediator role plays the convening stage - Observers are present to coach as well as provide feedback - group debrief and discussion.
Live Session 3 Principles of Mediation and Convening Q&A, localization and coaching	Discussion and Q&A on: <ul style="list-style-type: none"> - the material presented and demonstrated in the online course; -localization of the materials to the Indian culture and legal jurisdiction; -reflections & coaching on using this learning during role play. -Additionally, interactions with Bruce
Online Module 3 Communications in Mediation	Text, commentary by experienced mediators, exercises
Online Module 4 The Role of Apology & Forgiveness in Mediation	Text, commentary by experienced mediators, exercises, case study

Live Session 4 Communication and Apology & Forgiveness Role Play	Communication exercises
Live Session 5 Communication and Apology & Forgiveness Q&A, localization and coaching	Discussion and Q&A on: - the material presented and demonstrated in the online course; - localization of the materials to the Indian culture and legal jurisdiction; - reflections & coaching on using this learning in one's practice as well as through the communications exercises
Online Module 5 The Opening	
Live Session 6 Opening Role Play	Participants divided in groups of 4 (two mediators + two parties) - Each mediator role plays the opening stage - Observers are present to coach as well as provide feedback
Live Session 7 Creating the Environment (Pre-opening, Soft Opening, Opening) Q&A, localization and coaching	Discussion and Q&A on: - the material presented and demonstrated in the online course; - localization of the materials to the Indian culture and legal jurisdiction; - reflections & coaching on using this learning in the role play.
Online Module 6 The Role of Emotions in Mediation	Text, commentary by experienced mediators & other relevant professionals, reflective exercises
Live Session 8 Emotions Role Play	Participants divided in groups of 4 (two mediators + two parties) - Each mediator role plays managing emotions in joint & private session - Observers are present to coach as well as provide feedback - Group debrief and discussion.

Online Module 7: Culture & Bias in Mediation	Text, commentary by experienced mediators, exercises, case study
Online Module 9	Text, commentary by experienced mediators
Ethics in Mediation	Text, commentary by experienced mediators, exercises for each stage of the process.
Live Session 10 Culture & Bias, Ethics in Mediation, Q&A, localization and coaching	Discussion and Q&A on: - the material presented and demonstrated in the online course; - localization of the materials to the Indian culture and legal jurisdiction; - reflections & coaching on
Online Module 8 Negotiations in Mediation	Text, commentary by experienced mediators, exercises for each stage of the process.
Live Session 11 Negotiations Role Play	Participants divided in groups of 4 (two mediators + two parties) - Each mediator role plays managing emotions in joint & private session - Observers are present to coach as well as provide feedback - Group debrief and discussion.
Live Session 12 Negotiations Q&A, localization and coaching	Discussion and Q&A on: - the material presented and demonstrated in the online course; - localization of the materials to the Indian culture and legal jurisdiction; - reflections & coaching on using this learning in the role play.
Live Session 14	A new role play is given and participants are expected to complete the entire role play
Final Role Play	from Opening to Settlement stage. Assessed role play session.
Live session 13 Final Q&A	Live discussion on all aspects of the



	mediation process, led by student questions. Often including advanced mediation techniques.
Live Session 15 Closing Session	Live discussion focusing on mediation in India and building a mediation culture.

* EMA Hosts monthly member-only webinars. Learners are required to participate in at least 2 webinars during the course of this program