

Course Outline		
Time	Day 1 - Training	Mins
08.45	Registration	15
9.00	<ul style="list-style-type: none"> Introduction to ICDARP Purpose of mediation training programme Desired outcomes of the project Trainers' Introduction 	8 2 2 3
9.15	Introduction to the Course <ul style="list-style-type: none"> Welcome to the course How the course works Logistics and Ground Rules Ways of working together 	20
9.35	Meeting Each Other (Listening skills Exercise) (Points to Cover, include Non-Verbal Communication plus Matching)	40
10.15	Learning Cycle	15
10.30	Landscape of Dispute Resolution	30
11.00	Tea Break	15
11.15	Phases of Mediation	30
11.45	Introduction to "10 Coins exercise"	15
12.00	10 Coins exercise	15
12.15	Debrief on 10 Coins exercise	15
12.30	Negotiation Styles <ul style="list-style-type: none"> Principled v/s positional bargaining Issues triangle: legal/personal/financial 	40
1.10	Non-verbal and verbal communication	20
1.30	Lunch Break	60
2.30	Exercise – Matching & Mismatching	15
3.15	Question Techniques and its usage in phases of mediation	30
3.45	Preparation & Opening Phase Demo by Faculty – Personal Computers Med. MZ Chris AN John WH	15
4.00	Debrief by	15
4.15	Tea Break	15
4.30	Opening Phase Role Play – The Pajero Matters Breaking into groups Distribution of Confidential Per Med time 10 mins each (4 groups)	10 5 60
5.45	Debrief	15
6.00	Lecture- Ways of responding to the diverse behaviours of the parties <ul style="list-style-type: none"> Managing Confrontational Behavior in Mediation Impasse, Types of Impasse Techniques to break impasse 	45
6:45	Questions and Answers	20
7.05 7.25	Review of Day learning Explanation of next day Role Play along with briefs	15 05

7.30	Evaluation Forms	5
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Time	Day 2 – Training	Mins
9.00	Welcome, Reflections from Day One Review – Opening phase of mediation and phases of mediation.	15
9.15	Introduction to Exploration Phase of Mediation <ul style="list-style-type: none"> Peeling the Onion Movement from positional to principles Identifying needs. 	20 20 20
10.15	Exploration Phase Demo by Faculty – Personal Computers Med. As Chris MZ John WH	20
10.35	Debrief	15
10.50	Power of Signals (Exercise) & Debrief What is the population exercise? Debrief	20 20
11.30	Tea Break	15
11.45	Exploration Phase Role Play – The Pajero Matters Breaking into groups Distribution of Confidential Per Med time 10 mins each (4 groups)	15 10 60
1.10	Introduction to Bargaining Phase <ul style="list-style-type: none"> ZOPA Making the first offer Breaking the dead lock (when the going gets tough) 	20 20 20
02.15	Namaz & Lunch Break	60
3.15	Bargaining Phase Demo by Faculty – Personal Computers Med. FH Chris AS John WH	20
2.35	Debrief	10
2.45	Tea Break	15
3.15	Exploration Phase Role Play – The Pajero Matters Breaking into groups Distribution of Confidential Per Med time 10 mins each (4 groups)	10 5 60
4.30	Debrief on Bargaining Phase	15
4.45	Introduction to Closing Phase (preparation of 3 Ps for joint meeting) and Settlement Agreement	30
5.15	Lecture: Mediator ethics <ul style="list-style-type: none"> including appropriate local ethical standards Code of Professional Conduct for Mediators 	45
6.00	Questions and Answers	15
6.15	Pakistan Law on Mediation / Cases Appropriate for Mediation	15
6.30	Brief on Coaching and Assessment. Distribution of Role Plays	15
6.45	Evaluation Forms	10
6.55		

Time	Day 4 – Coaching	Mins
9.00	Opening and reflections on Day1 and 2 and introduction of the day	20
9.20	Overview of the Competencies (Talk about R1, R2, P1, P2, C1, C2)	25
9.45	Introduction and plenary Phases of Mediation Reminder of the structure of the day	30
10.15	Mediation case – Terminal Lighting - Session 1 30 min each session Med A 30 min each session Med B Debrief 15 min - Med A Debrief 15 min - Med B	35 35 20 20
1.05	Mediation Case: Terminal Lighting - General debrief	15
1.20	Mediation case – Terminal Lighting – Session 2 45 min session – Mediator A Debrief - Med A	50 20
2.30	Lunch Break	60
3.30	Mediation case – Terminal Lighting – session 2 45 min session – Mediator B Debrief - Med B	50 20
4.40	Mediation Case: Terminal Lighting – General debrief	15
4.55	Tea Break	15
5.10	Mediation case – Terminal Lighting – Session 3 30 min each session Med A and B 30 min (15 min each of personal Debrief 15 min - Med A Debrief 15 min - Med B	35 35 20 20
7.00	Debrief & preparation for assessment & preview of assessment days. Distribution of Role Plays	20
7.20 8:10	Showing of a Training Video on Mediation	50

Time	Day 4 - Assessment	Mins
9.30	Introduction and plenary Phases of Mediation Reminder of the structure of the day	5 20 15
10.10	Mediation case – The Trouble with Aquagon 30 min each session Med A 30 min each session Med B 15 min each of personal de-brief - Med A 15 min each of personal de-brief - Med B	35 35 20 20
12.00	Mediation Case - Tahir & Co (Reading Time)	15
12.15	Mediation case – Tahir & Co – Mediator A 60 min 15 min personal de-brief - Med A	60 20
1.35	Lunch Break	60
2.35	Mediation case – Tahir & Co – Mediator B 60 min 15 min personal de-brief - Med B	60 20
3.55	Tea Break	15
4.10	Mediation Case - Suraya Bank and Qureshi & Co. (Reading Time)	15
4.25	Mediation case – Suraya Bank and Qureshi & Co. 30 min each session Med A 30 min each session Med B 15 min each of personal de-brief - Med A 15 min each of personal de-brief - Med B	35 35 20 20
5.20 5.45	Closing & next Day briefing	25

Time	Day 5 - Assessment	Mins
9.30	Welcome Reminder of the structure of the day Reflections, Answering Questions	5 25
10.00	Mediation case – Kamal Construction 45 min each session Med A Debrief 15 min - Med A	50 20
11.10	Tea Break : Running tea	15
11.25	Mediation case – Kamal Construction 45 min each session Med B Debrief 15 min - Med B	50 20
12.45	Mediation Case: Chemical Reaction (Reading Time and to Rooms)	15
1.00	Mediation case – Chemical Reaction 45 min each session Med A Debrief 15 min - Med A	50 20
2.10	Lunch Break	45
3.55	Mediation case – Chemical Reaction 45 min session – Mediator B Debrief - Med B	50 20
5.05	Tea Break – Running Tea	15
5.20	Mediation Case: Family Funds (Reading Time and to Rooms)	15
5.35	Mediation case – Family Funds 45 min each session Med A Debrief 15 min - Med A	50 20
6.45	Mediation case – Family Funds 45 min each session Med B Debrief 15 min - Med B	50 20
7.15 7.25	Written Assignment Lecture- Role of Lawyers in Mediation <ul style="list-style-type: none"> • They can offer important advice, to the party particularly when evaluating the alternatives for reaching a settlement. • If an agreement is reached at the mediation, this written down and signed by all parties, thereby becoming a binding contract. Signing such an agreement can have implications legal rights, and a legal representative can advise accordingly. Thanks & Closing.	10 20