



IMI CMTP Application Form

Annex – Course Outline

In the CR-C/EMA IMI Qualifying Mediation Skills course, learners will:

1. Progress through the online modules at a scheduled pace, engaging in both live and interactive online sessions.
2. Access and review course materials presented online, supplemented with curated readings and relevant online resources for deeper exploration in follow-up discussions.
3. Analyze key segments of the mediation scenario, featuring insights from mediator Bruce Edwards on critical mediation skills and techniques.
4. Benefit from insights shared by seasoned professionals from Edwards Mediation Academy, who are well-versed in both theoretical and practical aspects of mediation.
5. Undertake reflective activities to gauge and enhance their understanding on various topics, reinforcing this learning through structured online and live sessions.
6. Complete targeted assignments at the end of each module to assess understanding and retention of content. All modules include Learning Management System (LMS) graded assessments with immediate scoring. If students do not achieve the correct answers, review material is provided to help enhance their understanding. For critical assignments such as 'Opening Part 2', which requires an Opening Statement, and the Final Assignment, personalized feedback is provided by CR-Connection's team of experts. This feedback is especially crucial because Edwards Mediation Academy does not process responses in Portuguese, ensuring that evaluations are culturally and linguistically appropriate. Students are required to

- achieve at least a 90% score on these assessments to progress, maintaining a high standard of learning and mastery of content.
7. Required participation in live sessions conducted by Bruce Edwards and CR-Connection's trainers, which include comprehensive Q&A sessions, practical exercises tailored to the Brazilian legal framework, and simulation role plays designed to cement the mediation skills acquired during the course.
 8. Engage in a culminating role-play evaluation conducted by CR-Connection's assessors to formally gauge their mediation competence.
 9. Experience the dynamic learning model, where participants listen to expert lectures, observe professional mediators in action, and practice through role plays, followed by expert-led Q&A sessions to consolidate their learning.
 10. The curriculum is structured to clearly delineate between synchronous sessions (marked in yellow for interactive parts) and asynchronous sessions (marked in blue for independent study), providing a clear and efficient learning path.

Session Type	Session Details
Live Session 1	Introduction and Orientation: Overview of course logistics and strategies for effective online learning.
Online Module 1	Foundations of Mediation: In-depth discussions, expert commentary, interactive exercises, and introduction of Garcia v. Golden Acres.
Live Session 2	Interactive Role Play on Mediation Basics: Small group simulations with structured feedback sessions.
Live Session 3	Deep Dive Q&A on Mediation Principles: Understanding through in-depth discussions with an expert on mediation principles,

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	specifically adapting to the unique nuances of Brazilian culture and legal contexts.
Online Module 2	Initiating Mediation: Detailed exploration of convening tactics, supported by expert insights and practical exercises. Observing the Convening of Garcia v. Golden Acres.
Live Session 4	Application of Convening: Participants engage in simulations to apply convening tactics learned in the previous module.
Online Module 3	Communication Strategies in Mediation: Comprehensive texts, expert advice, and targeted communication drills. Observation of communications techniques in Garcia v. Golden Acres.
Live Session 5	Communication and Conflict Resolution Simulations: Practice sessions to develop effective mediation communication skills.
Online Module 4	Understanding Apology and Forgiveness: Educational content and exercises focused on these critical aspects, supplemented by case studies.
Live Session 6	Reflection and Localization Session: Adapts mediation techniques to the Brazilian context, incorporating understanding of apology and forgiveness with expert guidance.
Live Session 7 (Bruce Edwards Q&A)	Live Q&A Session: Participants can delve into Bruce's expertise and experience in mediation to gain deeper insights and practical advice.
Online Module 5	Mediation Openings: Tactical insights into starting mediation sessions effectively.
Live Session 8	Simulation Workshop on Opening Techniques: Role-play activities to master the art of opening a mediation session.

Session Type	Session Details
Online Module 6	Emotional Intelligence in Mediation: Learning to manage and leverage emotions effectively during mediation.
Live Session 9	Customization and Adaptation Workshop: Participants apply emotional management skills to adapt mediation techniques to Brazilian specifics, enhancing effectiveness and cultural relevance.
Online Module 7	Cultural Competence and Bias Awareness: Texts and exercises aimed at recognizing and countering biases.
Live Session 9	Emotional Management Workshop: Role-play exercises in this session focus on emotional control, apologies, and addressing implicit biases, essential for effective mediation.
Live Session 10 (Bruce Edwards Q&A)	Live Q&A Session: Participants can explore aspects of emotional intelligence, cultural competence, and bias awareness in mediation, gaining deeper insights and practical advice.
Online Module 8	Strategic Negotiation Techniques: Step-by-step guidance on effective negotiation within mediation.
Live Session 11	Negotiation Tactics Simulation: Real-world scenario-based training to hone negotiation skills (negotiation role-play).
Live Session 13	Localization Adjustment Discussion: Tailoring negotiation tactics to fit the Brazilian context.
Live Session 12 (Bruce Edwards Q&A)	Comprehensive Review and Q&A: Addressing complex negotiation scenarios and refining advanced mediation techniques.
Online Module 9	Ethical Standards in Mediation: Detailed exploration of ethical considerations across mediation stages.
Online Module 10	Career in Mediation: The value of continuous learning and the challenges and rewards of building a mediation practice.

Session Type	Session Details
Live Session 14	Final Discussion: Focus on promoting and sustaining a robust mediation culture in Brazil.
Advance simulation 1	Participants engage in the first of 10 advanced simulations, focusing on complex mediation scenarios. This session will involve intense role-play followed by comprehensive feedback.
Advance simulation 2	Continuation of the advanced mediation simulations, where participants tackle increasingly challenging cases. This session emphasizes strategic negotiation and managing diverse party behaviors.
Advance simulation 3	Participants face a scenario that tests their ability to manage emotions and biases while maintaining neutrality. Feedback focuses on improving emotional intelligence in mediation.
Advance simulation 4	This session emphasizes the complexity of information gathering and managing multiple interests within a mediation. Participants are encouraged to adapt their strategies as the mediation unfolds.
Advance simulation 5	Participants engage in a case that requires advanced negotiation techniques. The focus is on leveraging power imbalances and facilitating party self-determination effectively.
Advance simulation 6	As the simulations become more intricate, this session challenges participants to handle cultural differences and biases in mediation. Role-play feedback will center on cultural competence and inclusivity.
Advance simulation 7	Participants face a scenario that requires managing high-conflict parties and multiple stakeholders. This session develops skills in de-escalation and maintaining control over the mediation process.

Session Type	Session Details
Advance simulation 8	This simulation focuses on handling ethical dilemmas in mediation, pushing participants to navigate tricky situations while adhering to ethical standards.
Advance simulation 9	Participants engage in a highly complex, multi-party mediation. This session tests their ability to balance the interests of several parties while maintaining fairness and neutrality.
Advance simulation 10	The final advanced simulation before the capstone assessment. Participants are expected to apply all learned skills to handle a multifaceted mediation case successfully.
Live Session 15	Capstone Mediation Simulation: A thorough assessment through a complete mediation role play .

Note: CR-Connection reserves the right to modify this schedule as needed to best suit the educational needs and circumstances.