



International Mediation Institute

PROFESSIONAL MEDIATION WORLDWIDE

Promoting Consensus and Access to Justice

www.IMImediation.org

BRDGES Academy

IMI QUALIFYING ASSESSMENT PROGRAM

Introduction

BRDGES Academy is the first e-learning academic platform of its kind in the globalization of education and discourse for mediators, conflict resolution practitioners, peace-builders and all those who support those practices. BRDGES' cutting-edge certifications and courses offer global approaches to learning core advanced competencies essential for effective inter and intra-cultural mediation and conflict resolution practices. In the 21st century, mediators, peace-builder, lawyers and other dispute resolution practitioners are increasingly required to interact and operate across continents and cultures. BRDGES Academy was created to meet this demand.

1. Mediator Experience

The Qualifying Assessment Program (QAP) must include a methodology for ensuring that Applicants have demonstrated to the satisfaction of the Program's Assessors a substantial level of experience as a mediator. The QAP must include clearly identified criteria on this requirement.

Please kindly see the substantial level of experience and training criteria below:

The Application. Each Applicant will complete a notarized Application, which application shall include (the Application Form will be provided):

1. Proof that the Applicant has mediated 20 cases, within the last three (3) years. The number of cases mediated may be discretionary based upon: (i) the history of the use of mediation in the Applicant's resident country; and, (ii) the enactment and use of a National Mediation Law regulating the use of mediation;

2. Or, in the alternative, the Applicant may demonstrate 200 provable hours in active mediations within the last three (3) years by listing the style and name of the mediation and Court Case number (if applicable) The number of hours of hours of mediation may be discretionary based upon: (i) the history of the use of mediation in the Applicant's resident country; and, (ii) the enactment and use of a National Mediation Law regulating the use of mediation;
3. Attached to the application shall be two (2) Professional Letters of Reference describing the Applicant's reputation for fairness, transparency and ethical conduct;
4. Attached to the Application, the Applicant shall include a minimum of 15 (fifteen) Feedback Forms using the IMI Feedback Form format for the mediations conducted in No. 1 above.

The President and her team will carefully screen all applications and work with applicants personally to resolve questions and identify corrections before final processing.

2. Mediation Knowledge

The QAP must include a methodology for determining that Applicants have demonstrated a strong understanding of general mediation theory and practice which may be based on written tests, essays, reports, theses interviews and/or other testing platforms.

As the mediation profession is gaining stature worldwide, many governments, or, in the US, many states are creating mediation certification standards. Following the creation of national mediation, laws, many Ministry of Justices or other similar governmental organizations are maintaining the accuracy and implementation of standards for certifying their mediators. The BRDGES Academy, as an international mediation training facility, will conduct international training on a universally compatible e-learning platform. Therefore, the BRDGES Academy, wishes to honor and integrate – wherever possible – with a country's recognized certification standards for its mediators. Therefore, Mediation Knowledge includes alternatives.

Methodology for Determining Applicants have a strong understanding of general mediation theory and practice:

(1) For Candidates possessing an active Certificate:

1. Proof of a valid certificate issued by (i) the state or country of residence, OR

2. Proof of a listing from a Ministry of Justice or state entity as being certified by that jurisdiction; AND
3. Additional advanced mediation training of 20 hours; AND,
4. A Self-Statement explaining the Applicant's understanding of (i) the mediation theory by which he or she practices and (ii) his or her own mediation philosophy. Using the AAA Mediation Skills Evaluation Form, the Form will be adapted by the BRDGES Academy to include Emotional Intelligence questions.

(2) In the ALTERNATIVE:

1. Proof of a minimum of 40 hours of Basic Mediation Training by a training organization certified to train in mediation, which training includes the participant conducting a simulated mediation and ; AND,
2. Proof of Continuing Mediation Education ("CME") or continuing Professional Development ("CPD") of 16 hours of advanced mediation training every two years after receipt of Basic Mediation Training
3. Additional advanced mediation training of 20 hours; AND,
4. A Self-Statement (Form Attached) by the Applicant's explaining: (i) the mediation theory by which he or she generally practices and (ii) his or her own mediation philosophy.

3. Mediator Skills

The QAP must include a methodology for the evaluation of candidates' performance in terms of the occurrence and effectiveness of mediation process and mediation techniques, against high competency benchmarks. The Evaluations/Assessments may be based on roleplay or live action assessments, and may include videotaped and online assessments such as web dramas, self-assessments, interviews, peer reviews, user feedback and other in-practice skill evaluations.

After submission and review of the Application to ensure all of the criteria are met, Applicant will be asked to perform an online 2-3 hour Mediation Simulation, acting as the mediator. The "Role-play Submission" is an integral part of the application process.

The Role-play Submission:

1. To the extent possible, other Applicants may observe the Role-play mediation.

2. The Applicant (who is the Role-play mediator), the Role-play parties and any observers will complete evaluation reviews using the Cole Academy Mediation Skills Evaluation Form.

Role-play Assessment:

The online Role-play will be video-taped, unless the Applicant requests otherwise.

A minimum of two (2) Assessors will review the Role-play as it occurs on line or in the video of the Role-play afterwards. Assessors may play one or more of the parties in the simulation.

Using the BRDGES Academy Assessment Form, each Assessor will complete his or her evaluation of the Role-play.

Please note, that at least one (1) or more of the Assessors will not be associated with the BRDGES Academy, but will be independent.

4. Program Transparency

The benchmarks and criteria applied by the QAP must be published and be openly accessible on the organization's website. Details of all approved programs will be listed on the IMI web portal www.IMImediation.org and will include a direct link to the credentialing organizations' websites.

The BRDGES Academy for International Mediation Training has been in operation for five (5) years and is accredited by the Florida Supreme Court, the first fully regulated mediation program in the United States. As such, the BRDGES Academy has been offering CME (or CPD) courses to mediators for CME credits to over 6000 certified mediators in the State of Florida.

The President of the BRDGES Academy is [Lynn Cole](#), also a certified IMI mediator.

The BRDGES Academy has its own website at www.brdgesacademy.com. Linked to the BRDGES Academy is www.LynnCole.com where one can find Ms. Cole's full CV.

The General IMI QAP and all of its requirements will be posted on both Websites with cross links to IMI QAP specific pages.

5. Program Integrity

Each Assessor must have substantial experience of assessing the performance of mediators. At least one of the Assessors on each Program must be independent of the QAP.

What criteria are applied in appointing your QAP's Assessors?

Assessor Qualifications. The BRDGES Academy will develop standards and criteria for selection of professionals to hold positions of Assessors with the Academy. Mediation professionals with advanced training and international experience will be solicited as Assessors. For example, other experience mediation professionals, academicians and researchers may be asked to become BRDGES Academy assessors if they meet the developed standards and criteria.

Are the QAP's Assessors, or any of them, required to be independent of (a) your organization and (b) the training Faculty?

Yes. In the assessment of any application or Role-play, at least one (1) of a team of two (2) assessors or two (2) of a team of three (3) assessors are required to be independent of the BRDGES Academy.

The President will be responsible for ensuring the selection of Academy Assessors who meet this independence standard, as well as qualification and competency standards.

6. Ongoing Monitoring of Programs

The QAP must include a process for the ongoing monitoring of the performance and practice of the Assessors. IMI will liaise closely with all recognised program organizers to maintain a sustainable quality control system.

Assessor Monitoring. The BRDGES Academy is reaching out to two other organizations, ACR and MBB, organizations for which Lynn Cole has served in elected capacities, to develop a co-monitoring of Assessors program.

In the Interim, Ms. Cole, as President, and the BRDGES Academy Team will conscientiously observe performances of Assessor's duties and roles and often review actual Assessor's work in real time.

Assessor Training. There will be an initial start-up training for all Assessors to understand their duties and responsibilities and to use training online.

Assessors will meet as a group quarterly to review and discuss how the system can be improved. A policy of assessor collaboration for dialogue and improvements will be established.

All Assessors will be required to enrol in and complete the BRDGES Academy Intercultural Courses for 16 credits. (See Inter-Cultural QAP).

All Assessors will be expected to maintain regular CME/CPD credits of a minimum of 16 hours every two years.

Assessor Complaint Process. BRDGES Academy considers transparency and issue-related dialogue to be of the utmost importance in maintaining the integrity of the IMI QAP process. At times, Assessor(s) and an applicant may disagree. If and when that happens, a complaint panel consisting of two assessors not involved in the issue will address the issue. and consult with the disputing parties to reach a resolution.

7. Commitment to Diversity

The QAP must be accessible on an equal basis to experienced mediators regardless of their professional affiliations, gender, race, ethnicity, age, religion, sexual orientation or other personal characterization.

The BRDGES Academy is wholly female owned. In addition, the BRDGES Academy Team currently is comprised of a Greek female who reads and writes in four (4) languages and lives in Istanbul; a second generation Lebanese male law student; and, an experienced female mediator who trains in emotional intelligence. Lynn Cole is committed to diversity in both her personal and professional life.