



International Mediation Institute

PROFESSIONAL MEDIATION WORLDWIDE

Promoting Consensus and Access to Justice

www.IMImediation.org

Global Mediators & Negotiators (GMN)

IMI QUALIFYING ASSESSMENT PROGRAM

Introduction

Global Mediators & Negotiators ('GMN'), previously known as Global Mediators Network, is established in 2015 by seven international mediators. The Founders are respected mediators from Turkey, Brazil, USA, UAE, Saudi Arabia, Sudan and Philippines who have long years of ADR knowledge and experience within successful organizations. Its center is located in Canterbury UK and its management office is in Istanbul due to the present President's Residence.

GMN members represent different stakeholders groups, including academics, lawyers, managers of different levels, experts in training who have considerable experience in theory and practice in different countries and cultures. All GMN Members are experienced negotiators, mediators, facilitators, conciliators and arbitrators of national and international reputation, with hundreds of conciliation, mediation and arbitration conducted in the countries they live.

Global Mediators & Negotiators doesn't focus on trainings but rather on international certification.

GMN Certification is for experienced mediators who become GMN Certified Mediators when they meet the following requirements:

1. Pass written test
2. Pass practice GMN Examinations, and
3. Prove of at least 5 mediations conducted, 1 related project involvement and one conference attendance.

Every "GMN Certified" mediator has to complete at least 100 hours of theory & practice training course organized by a University or an ADR Training Center. Moreover, to maintain

the status of GMN Certified Mediator, a mediator must accumulate a minimum of 24 hours of refreshing courses every year, and must certify that he/she acted as a mediator every two years in at least 5 mediations.

GMN Candidate Mediator has to prove the following:

1. Completion of mediation training (minimum 100 hours)
2. Completion of 5 mediations
3. 1 related project involvement
4. 1 related conference attendance

If above four conditions are met, GMN Candidate Mediator needs to write a letter of intent and needs to have an assessment either face-to-face or by means of technology such as Skype.

After a successful assessment, GMN Candidate Mediator can start completing the examination procedure which has four steps; three written and one role-play examination.

Written examinations have the following titles:

1. Mediation Knowledge
2. Mediation Skills
3. Mediation Ethics



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.

GMN Certified Mediators with more than 20 mediations (or 200 hours of mediation if mediations last longer than one day) can be qualified for IMI Certification.

We offer two options to the mediators for proving 20 mediations; either they can supply us with 20 completed IMI Mediation Feedback Request Forms (<https://imimediation.org/feedback-request-form>) or they can supply us with, if applicable, the Official Feedback Form they need to have filled in due to mediation law.

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.

All GMN Certified Mediators are prior required to pass an on-line or written test composed by 60 multi-choice questions relating to mediation knowledge, mediator skills & mediation ethics. The questions give the opportunity to the participants to test their knowledge on conflict theory, ADR methods, ethics such as neutrality & independence, communication skills such as reframing, reflecting, etc.

Some of the sample questions are as follows:

1. What does ADR mean?
2. What is the definition of mediation?
3. What is neutrality?
4. Which documents are confidential? What is the difference between position & interest?
5. Can you reframe the following sentences?
6. What would you do if one of the parties take drugs during the session?

The Candidates are as well given a case they need to examine and answer the questions accordingly; such as what issues or needs there are in that conflict.

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 role-play 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 passing the written examinations, the Candidate needs to complete the role-play examination which can only be in class and can't be by means of internet such as on-line examination.

Each candidate will pass an exam with at least two other candidates. Within this group of at least three, each candidate will play once the mediator role. Each role-play examination is open to any other candidates if they are interested in participating. During each role-play examination, the role-players as parties and, if there are, the observer candidates will evaluate the candidate acting as the mediator according to a control list.

This control list is divided into 5 sections:

- Welcoming & opening speech
- Bringing the issues
- Negotiation
- Closure
- Feedback

The Check List includes the following questions:

1. Did I/he-she remind the mediation agreement to the parties before the session?
2. Did I/he-she have an opening speech?
3. Did I/he-she ask neutral questions? If not, why couldn't I?
4. Did I/he-she control the emotions?
5. Did I/he-she need caucus, if yes, why?
6. Did I/he-she make sure that many options were on the table?
7. If parties could reach an agreement, was it win-win? If not, why?
8. What was the best thing I/he-she did?

9. Which advice do I take as a mediator/give to the mediator from this role-play?

Every role-play will be:

- recorded
- assessed and documented by the participants, assessor and the candidate him/herself, and
- last at least 60 minutes.

The target of this examination is to see:

- How the mediator can put theory into practice and see if the skills are appropriate
- How aware the mediator is about the self (by comparing the feedback of everyone to see how close they are to each other).

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 benchmarks against which candidates for GMN Certification are assessed are written in: <http://www.globalmediators.org/examinationprocedure> and in the homepage at <http://www.gmn-tr.com/programs/certification.html?wmode=transparent>

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?

The Scientific Responsible of GMN is Ms.Dr. Deniz Kite Güner (IMI Certified Mediator, Founding Member of GMN and GMN President, General Manager GAU Istanbul Programmes at Girne American University, listed mediator at MFA Turkey, listed international mediator at Milan Chamber of Commerce, Founder of Istanbul Sustainable Peace Sustainable Business Symposia).

To be an approved GMN Assessor, a professional must have long-time experience of mediating and of assessing the skills of mediators.

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.

After the qualification as “GMN Certified Mediator”, a mediator must obtain a certain number of Continuing Professional Development (CPD) hours. Every year, he/she has to participate a minimum of 24 hours of training related to mediation and completes at least 5 mediations every two years. If the two mentioned requirements are not taken, the mediator loses his/her “GMN certification” and subsequently IMI Certification, and he/she is cancelled by the list of accredited mediators.

The Assessors will be monitored by GMN’s Board of Directors and GMN’s Scientific Responsible and under the guidance of IMI, will ensure strict interpretation and competent application of the Guidelines. GMN will annually evaluate the performance and practice of the Assessors using the following criteria: impartiality, competency, and objectivity.

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.

GMN encourages applications of mediators from all sectors of society, regardless of gender, race, ethnicity, age, religion, sexual orientation and personal characterization. Membership is open to all mediators of good standing, and who can provide minimum standards of qualification.

General Information

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