

Training – Basic for Mediators and Mediation Advocate (40 Hours)

The **Basic Training for Mediators** is an intensive and comprehensive program designed to equip aspiring mediators with the essential skills, knowledge, and best practices required for effective and empathetic dispute resolution. This program goes beyond foundational techniques, emphasizing a mediator’s unique role in fostering open dialogue, identifying underlying issues, and guiding parties toward collaborative and sustainable solutions. Unlike court adjudication or arbitration, mediation is a voluntary, non-adversarial approach focused on mutual agreement and understanding.

The training encourages participants to fully appreciate this distinction by developing core skills such as active listening, engaging in generative dialogue, and cultivating deep empathy. With these competencies embedded, participants are prepared to handle diverse conflict scenarios, manage power dynamics, and create a collaborative environment that supports positive, long-term resolutions. Additionally, this program promotes personal development, encouraging trainees to cultivate emotional maturity, critical thinking, and self-reflection—qualities that not only strengthen their mediation effectiveness but also contribute to their growth as individuals committed to a harmonious society.

This foundational training is a crucial step toward developing a pool of skilled mediators who understand, advocate for, and promote mediation as an essential conflict resolution tool. By nurturing mediators who embody these values, the program fosters a foundation for a more peaceful, conflict-free society.

Eligibility

Open to individuals over the age of 18, including:

- Students
- Advocates
- Judges
- Social activists
- Psychologists
- Business professionals
- Anyone interested in mediation

Course Structure (40 Hours)

1. **Introduction to Mediation** – 4 hours: Overview of mediation principles, roles, and benefits of mediation as distinct from adjudication or arbitration.
2. **Conflict Resolution Theories** – 4 hours: Foundational theories of conflict and their application in understanding dispute dynamics.
3. **Communication Skills** – 8 hours: Core skills for mediators, including active listening, generative dialogue, and empathy.
4. **Mediation Process and Techniques** – 12 hours: Step-by-step mediation process, techniques, and tools for guiding parties toward resolution.
5. **Ethics and Best Practices** – 4 hours: Ethical standards in mediation, maintaining neutrality, respect, and integrity.

6. Role-Playing and Simulation Exercises – 8 hours
Practical exercises to reinforce skills, including mock mediations, feedback, and scenario-based learning.

Key Topics

1. Building trust and rapport with parties
2. Conflict analysis and assessment
3. Cultural sensitivity and diversity
4. Facilitating open communication
5. Identifying creative solutions
6. Managing emotions and power imbalances
7. Managing impasse and stalemate

Training Methodology

1. **Lectures** – Foundational learning and theory.
2. **Case Studies** – Real-world applications of mediation principles.
3. **Group Discussions** – Collaborative insights and peer learning.
4. **Role-Playing Exercises** – Practical experience with feedback.
5. **Interactive Sessions** – Engaging activities to reinforce learning.

Assessment

1. **Written Examination:** A test covering mediation principles, techniques, and ethics with a minimum passing score of 50%.
2. **Article Submission:** Participants must submit an article advocating for mediation and its role in dispute resolution.

Certification

1. **Certification as a Mediator:** Participants who achieve the minimum score and complete all requirements receive a **Certificate of Mediator**.
2. **Certification Validity:** The certification is valid for 5 years, with renewal contingent on continuing education to stay updated on evolving mediation practices.

Benefits

1. **Enhanced Mediation Skills:** Acquire essential skills in mediation and conflict resolution.
2. **Increased Confidence:** Build confidence in handling various dispute resolution scenarios.
3. **Networking Opportunities:** Connect with like-minded professionals and experts in mediation.
4. **Certification Recognized by Courts and Institutions:** Gain a credential that supports professional credibility and recognition.
5. **Contribution to Mediation in India:** Play a role in promoting and developing mediation practices in India.

Trainers: The program is led by **experienced mediators, judges, and conflict resolution experts**, providing participants with insights from seasoned professionals.

Duration -40 hours, offered in two formats:

- **5 days at 8 hours per day**
- **10 days at 4 hours per day**

Fee: Rs. 11,000 per participant (for a batch of 24).

This training program not only prepares participants to become effective mediators and mediation advocates but also helps them build a professional foundation for contributing to a conflict-free, harmonious society.