

## **Advanced Mediation Training Program for Mediation Advocates**

This **Advanced Mediation Training Program** for Mediation Advocates is designed specifically for legal professionals, particularly young advocates, who aspire to specialize in mediation advocacy. Recognizing that a well-trained mediation bar is essential to the success of mediation practices, this program equips participants with the advanced skills necessary to become effective mediation advocates and leaders in the field. The program blends practical and theoretical aspects of mediation, focusing on the unique competencies required for advocacy in mediation contexts. Participants will enhance their expertise in complex conflict resolution, client representation, and advanced communication strategies, while also developing skills to mentor and train emerging mediators.

Through this intensive, targeted training, advocates will be prepared to support the mediation process with confidence, advocate effectively for their clients, and contribute to building a professional mediation community in India. This program aims to cultivate a new generation of skilled mediation advocates who are dedicated to advancing mediation practice in India, establishing high professional standards, and elevating India's reputation in mediation on an international scale

### **Program Objectives**

1. **Professionalize Mediation Advocacy:** Equip advocates with advanced knowledge and skills to specialize in mediation advocacy, emphasizing the role of an advocate in supporting non-adversarial dispute resolution.
2. **Promote Mediation Standards:** Train advocates to understand and adhere to high professional and ethical standards in mediation.
3. **Build Mediation Mentorship:** Empower advocates to become trainers and mentors for basic-level mediators, strengthening the foundation of India's mediation bar.
4. **Foster Community and Growth:** Develop advocates who can champion mediation within the legal system, encouraging a shift towards collaborative resolution models in India.

### **Eligibility Requirements**

- Have completed a 40-hour basic mediation training from any recognized Mediation training institute
- Minimum of 3 years' experience as a member of Bar
- Passed aptitude test with minimum of 50% of marks

### **Course Structure**

Duration: 20 hours spread over 5 days (4 hours per day)

Fees: Rs. 15,000 in a batch of 20 students

### **Curriculum Overview**

#### **1. Advanced Mediation Techniques (4 hours)**

- In-depth techniques for mediation advocacy, including case preparation and effective representation of clients' interests

- Enhancing mediator-advocate collaboration while preserving impartiality
- Strategies for guiding clients through high-stakes negotiations

## 2. Conflict Resolution Strategies (4 hours)

- Advanced conflict analysis techniques to identify underlying issues, interests, and needs
- Tailoring conflict resolution approaches for complex and multi-party disputes
- Developing tailored advocacy approaches for diverse conflict scenarios

## 3. Mediation Ethics and Best Practices (4 hours)

- Ethical guidelines specific to mediation advocacy, including confidentiality, neutrality, and client rights
- Professional standards and best practices in representing clients in mediation
- Navigating conflicts of interest and handling challenging ethical dilemmas

## 4. Training Methodology and Adult Learning (4 hours)

- Essential skills for training and mentoring basic-level mediators
- Understanding adult learning principles and their application in mediation training
- Techniques for effective facilitation, including managing group dynamics and fostering interactive learning

## 5. Role-Playing and Simulation Exercises (4 hours)

- Engaging in role-playing exercises focused on real-life advocacy scenarios
- Peer and instructor feedback to refine advocacy approaches and client management skills
- Simulation of complex mediation cases, including multi-party and cross-cultural scenarios

### Key Topics

1. **Complex Conflict Resolution:** Strategies for navigating high-stakes, multi-issue, and emotionally charged cases.
2. **Multi-Party Mediation Advocacy:** Techniques for effectively representing clients in multi-party disputes, including coalition building and negotiation strategies.
3. **Cultural Sensitivity and Diversity in Advocacy:** Approaches to advocating with cultural awareness, adapting to diverse backgrounds, values, and perspectives.
4. **Advanced Communication and Negotiation Skills:** Enhancing skills in active listening, reframing, persuasive communication, and neutrality in advocacy.
5. **Mediation Evaluation and Quality Control:** Evaluating the effectiveness of mediation processes and outcomes, ensuring continuous improvement.

### Training Methodology

1. **Interactive Lectures:** Engaging presentations with interactive components to build foundational knowledge.
2. **Case Studies and Group Discussions:** Analyzing real-life cases and discussing strategies with peers.
3. **Role-Playing Exercises:** Practical exercises simulating complex advocacy scenarios.

4. **Peer Mentoring and Feedback:** Constructive feedback sessions to strengthen practical advocacy skills.
5. **Video Recordings and Self-Assessment:** Reviewing recorded exercises to enhance self-awareness and refine techniques.

### **Assessment**

1. **Written Examination:** Testing knowledge of advanced mediation advocacy principles and ethics with a minimum of 70% score
2. **Submitting one articles** relating to advocating mediation

### **Certification**

1. Those mediator advocacy who successfully get the minimum score shall receive Certificate of Mediation Advocate
2. **Certification Validity:** The certification is valid for 5 years, with renewal contingent upon completion of continuing education requirements to stay updated with evolving mediation practices.

### **Program Benefits**

1. **Enhanced Mediation Advocacy Skills:** Equip participants with the expertise to effectively represent clients in complex mediations.
2. **Recognition as a Trainer:** Certifies participants as qualified trainers, capable of mentoring emerging mediators.
3. **Increased Earning Potential:** Opens new career opportunities within the field of mediation and advocacy.
4. **Contribution to Mediation Development:** Supports participants in promoting mediation growth within India's legal landscape.
5. **Networking Opportunities:** Connects participants with senior mediators, trainers, and advocates for ongoing mentorship.

**Trainers:** The program will be led by experienced mediators, trainers, psychologists and adult education experts, offering a blend of real-world insights and training skills tailored to mediation advocacy.

**Post-Training Requirements** - Maintain ongoing professional development through mediation practice and continued education.