

**CURRICULUM OF FOR 40 HRS MEDIATION TRAINING PROGRAMME
ON “ CONCEPT & TECHNIQUES OF MEDIATION” (OFF LINE)**

Duration: 05 Days

Day 1

TIME	SESSIONS	STUDY TOPIC
TIME: 9.30 AM TO 11.00 AM	SESSION – 1	A. Ground Rules B. Learning & Training 1. Learning 2. Principles of Learning 3. Adult Learning 4. Training 5. Mediation Training
TIME: 11.15 AM TO 1.15 P.M	SESSION – II	C. Conflict Management and Resolution 1. Perception 2. Conflict Definition, Causes 3. Management & Resolution ROLE PLAY – 1 (Savitri V Lokesh Chander)
TIME: 1.45 PM TO 3.15 P.M	SESSION – III	ADR : Relevance with special reference to Section 89, Code of Civil Procedure, 1908: Types of ADR Mediation: Definition Components Difference between mediation and judicial process Difference between Mediation and Arbitration Difference between Mediation and Lok Adalat Difference between Mediation and Conciliation Difference between Mediation and Panchayat Benefits of Mediation Role of Mediators
TIME: 3.30 PM TO 5.00 P.M	SESSION – IV	MEDIATION : PROCESS A INTRODUCTION B JOINT SESSION ROLE PLAY – II (Robbert V Arun)

TIME	SESSIONS	STUDY TOPIC
5 P.M to 6 P.M	SESSION - V	C CAUCUS D CLOSING a. Settlement b. Non- Settlement

Lunch Break : 1.15 PM to 1.45 PM

Tea Breaks: i) 11.00 AM to 11.15 AM
 ii) 3.15 PM to 3.30 PM

DAY - 2

TIME	SESSIONS	STUDY TOPIC
TIME: 9.30 AM TO 11AM	SESSION – 1	A. Role of Lawyers B. Mediation and Conciliation Rules
TIME: 11.15 PM TO 6.00 P.M	SESSION – II	A. COMMUNICATION 1. Definition and Process 2. Effective and Ineffective Communication, Benefits 3. Types of Communication 4. Modes of Communication a) Verbal Communication b) Non-Verbal Communication 5. Communication in Mediation ROLE PLAY – III (Meena V Sudhir) B. Communication Skills 1. Active Listening a) Paraphrasing b) Summarizing c) Neutral reframing d) Setting an agenda 2. Body Language 3. Questions 4. Empathy with neutrality ROLE PLAY – IV (Anita V Suresh)

Lunch Break : 1.15 PM to 1.45 PM
Tea Breaks: i) 11.00 AM to 11.15 AM
ii) 3.15 PM to 3.30 PM

DAY - 3

TIME	SESSIONS	STUDY TOPIC
TIME: 9.30 AM TO 3.00 PM	SESSION – I	BARGAININGS A. Positional B. Distributive C. Integrative D. Interests based NEGOTIATION : a) Definition b) Negotiation Styles i) Competitive ii) Co-operative c) Negotiation Skills d) Barriers to Negotiations a. Strategic b. Principal and agent c. Cognitive d. Reactive Devaluation e) Effective and ineffective Negotiator f) Role of Mediator in negotiation ROLE PLAY – V (Ram V Sunil)
3 PM TO 6 PM	SESSION - II	IMPASSE: Understanding and Management A. DEFINITION B. CAUSES i. Emotional ii. Substantive iii. Procedural

Lunch Break: 1.15 PM to 1.45 PM
Tea Breaks : i) 11.00 AM to 11.15 AM
 ii) 3.15 PM to 3.30 PM

DAY - 4

TIME	SESSIONS	STUDY TOPIC
<p>TIME: 9.30 AM TO 11.00 P.M.</p>	<p>SESSION – 1</p>	<p>C. STAGES OF IMPASSE AND MEDIATOR’S REFLECTIONS D. MANAGEMENT AND STRATEGIES</p> <ol style="list-style-type: none"> 1. Assessment Strategies <ol style="list-style-type: none"> a. Real Testing b. Role Reversal 2. Options Generation Strategies <ol style="list-style-type: none"> a. Lateral thinking b. Brainstorming 3. Re-directing Mediation process 4. Use of external resources 5. Reshape physical control of Mediation process 6. Social skills 7. Last resorts <p>E. False impasse & Impasse avoidance</p>
<p>11.15 AM TO 6.00 PM</p>	<p>SESSION - II</p>	<p>ROLE PLAY - VI (Ram Lal V Management of Rolling Shutter Company)</p> <p>Role and responsibilities of a Referral Judge U/s. 89 Code Of Civil Procedure, 1908.</p> <p>PROFESSIONAL ETHICS A Ethical principles for a mediator :</p> <ol style="list-style-type: none"> i. Self – determination ii Impartiality iii Conflict of Interest iv Competences v Confidentiality vi Quality of the process vii Termination of mediation viii Recording settlement ix Publicity and Advertising x Fees xi Legal Advice xii Duties to third parties

Lunch Break: 1.30 PM to 2 PM
Tea Breaks: i) 11 AM to 11.15 AM
ii) 3.15 PM to 3.30 PM

DAY - 5

TIME	SESSIONS	STUDY TOPIC
TIME: 10.00 AM TO 4.00 PM	SESSION - I	Role Play - VII Mohan Vs Soft Drink B. Ethical Principles for Judicial Mediators C. Ethical Principles for Advocate Mediators DOCUMENTARY INTERACTIVE SESSION / CONCLUDING REMARKS

Lunch Break: 1.30 PM to 2 PM
Tea Breaks: 11 AM to 11.15 AM