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# THE PROCESS OF MEDIATION

April,18-21, 2023

Inter Luxury Hotel, Addis Ababa

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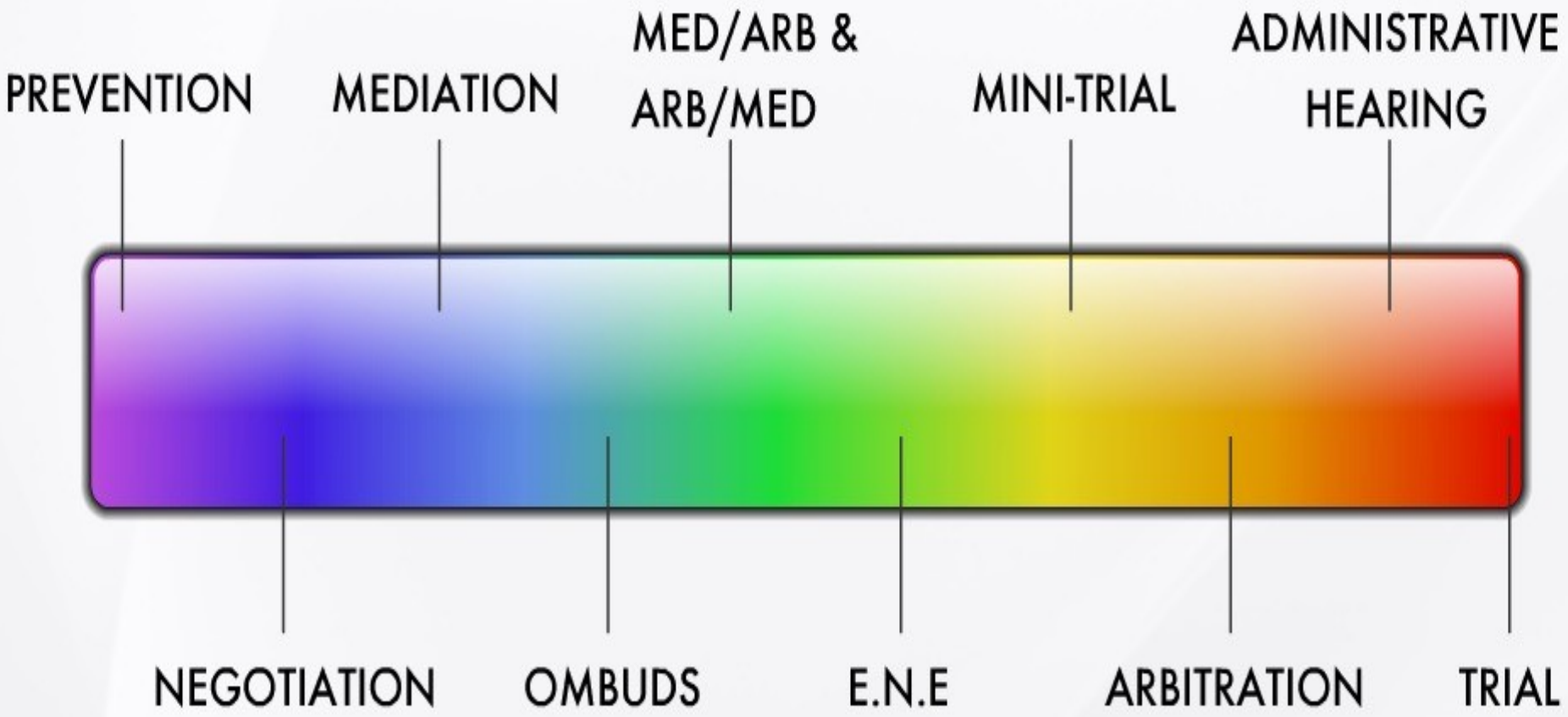
# EMAC *would like to acknowledge the unreserved support of*

# STITT FELD HANDY GROUP

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# CONDENSED ALTERNATIVE DISPUTE RESOLUTION SPECTRUM



# CONSIDER

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- Think of a dispute you have been involved in.
- A third party has been asked to facilitate a resolution.
- What questions do you have?
  - For the 3rd party?
  - About the process?
  - Etc.

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PAST

PRESENT

FUTURE

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# THE PROCESS OF MEDIATION



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# THE PROCESS OF MEDIATION

1 **SETTING THE TABLE**



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1 **SETTING THE TABLE**

2 **STORY TELLING**

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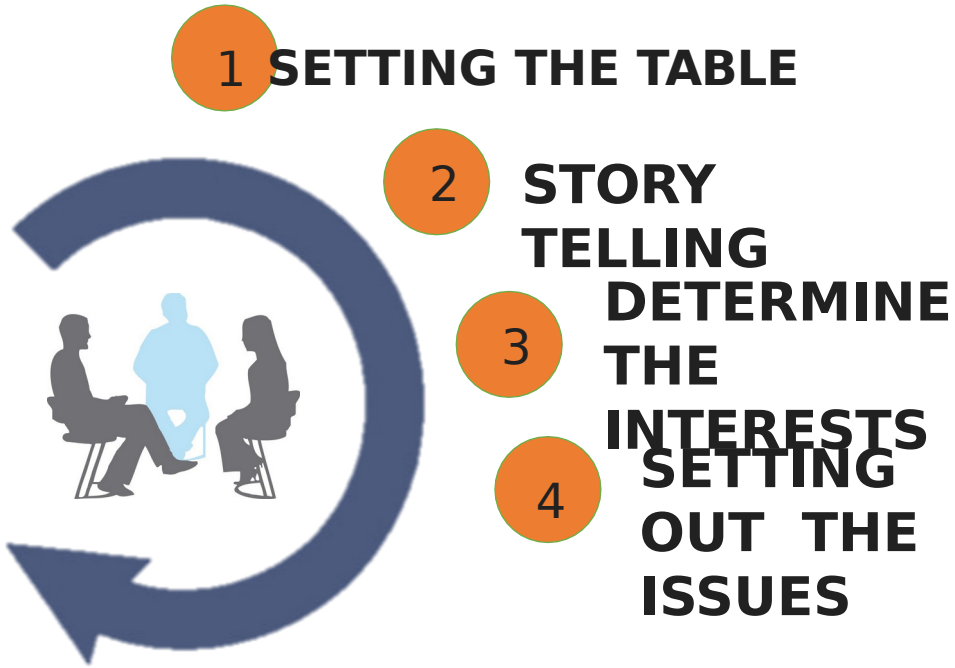
1. SETTING THE TABLE
2. STORY TELLING
3. DETERMINE THE INTERESTS

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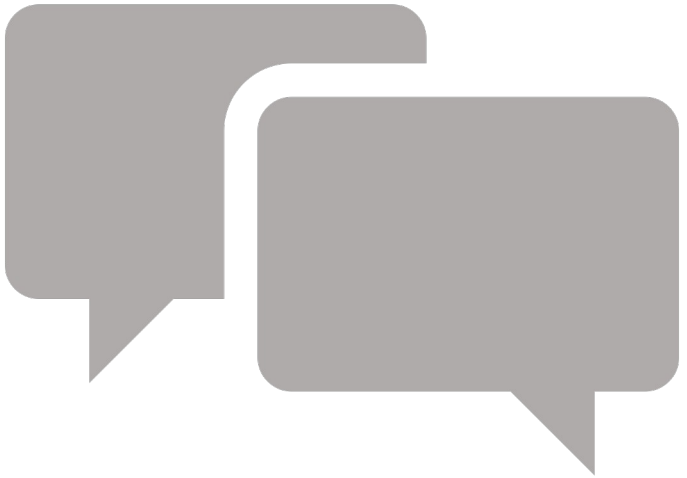



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# STORYTELLING TO FACILITATING



## COMMUNICATION

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# ISSUES IN MEDIATION

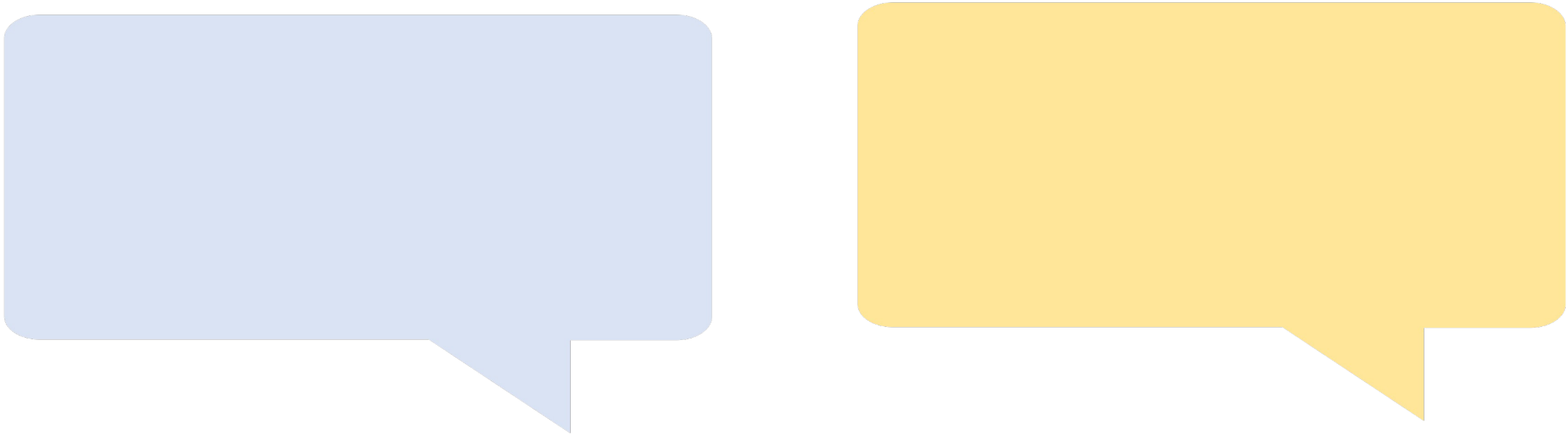
## TOPICS TO BE DISCUSSED

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# INTERESTS VS ISSUES



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# INTERESTS VS ISSUES

"Communication is really important to me and Allan is a great communicator."



# INTERESTS VS ISSUES

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"Communication **is really important to me** and Allan is a great communicator."

"Communication **is really important to me** and Stan is a great communicator."

# INTERESTS VS ISSUES

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"Communication is really important to me and Allan is a great communicator."

# INTERESTS VS ISSUES

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"Communication is really important to me and Sam is a great communicator."

"Communication is really important to me and Stan **interrupts me and doesn't listen**"

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FRAMING
ISSUES

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# GOAL OF FRAMING

## FRAMING ISSUES

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- FUTURE-FOCUSED
- OPEN-ENDED
- REFLECT MUTUAL INTERESTS
- JOINT PROBLEM SOLVING

# FRAMING ISSUES GUIDELINES

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# THE PROCESS OF MEDIATION



1. SETTING THE TABLE
2. STORY TELLING
3. DETERMINE THE INTERESTS
4. SETTING OUT THE ISSUES
5. OPTIONS

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# THE PROCESS OF MEDIATION



1. SETTING THE TABLE
2. STORY TELLING
3. DETERMINE THE INTERESTS
4. SETTING OUT THE ISSUES
5. OPTIONS
6. SELECTING OPTIONS

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# THE PROCESS OF MEDIATION



1. SETTING THE TABLE
2. STORY TELLING
3. DETERMINE THE INTERESTS
4. SETTING OUT THE ISSUES
5. OPTIONS
6. SELECTING OPTIONS
7. CLOSURE

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