



EMAC

THE PROCESS OF MEDIATION

April, 18-21, 2023

Inter Luxury Hotel, Addis Ababa



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Feteh (Justice) Activity
IN ETHIOPIA



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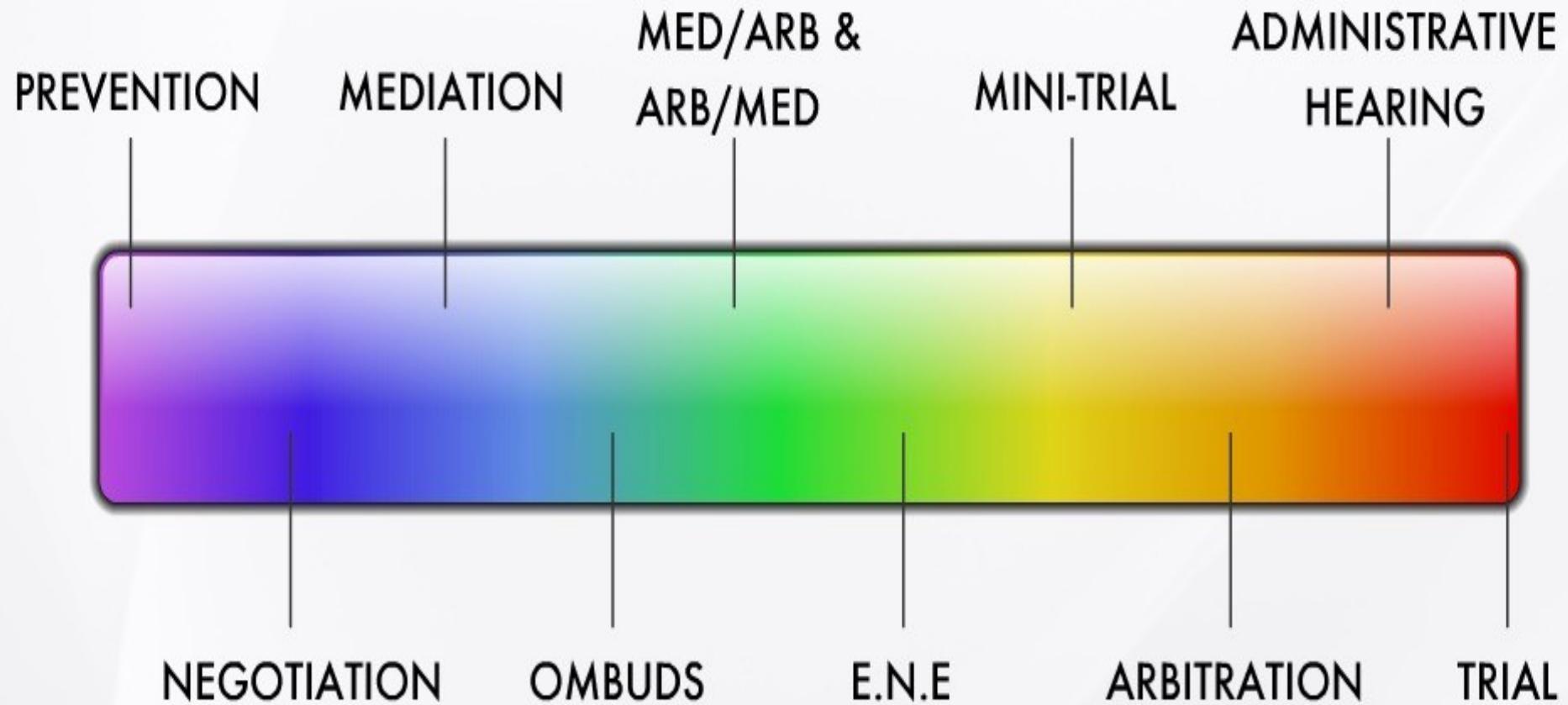
***EMAC would like to
acknowledge the
unreserved support of***
STITT FELD HANDY GROUP



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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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1 SETTING THE TABLE

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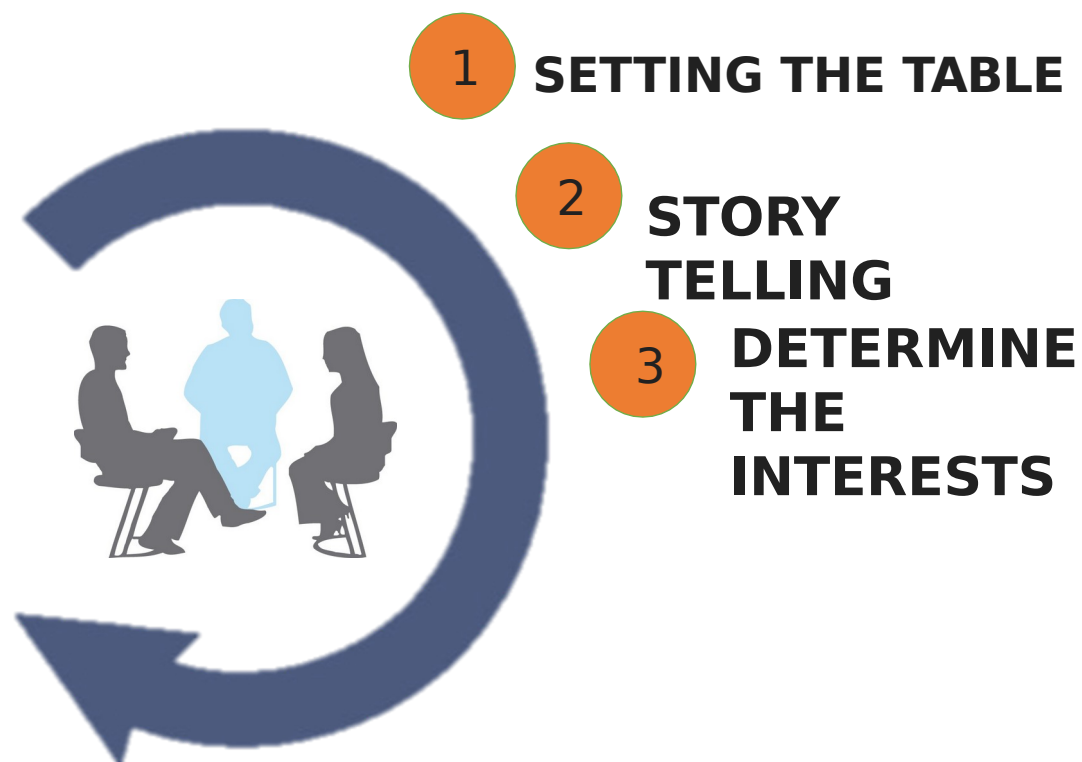
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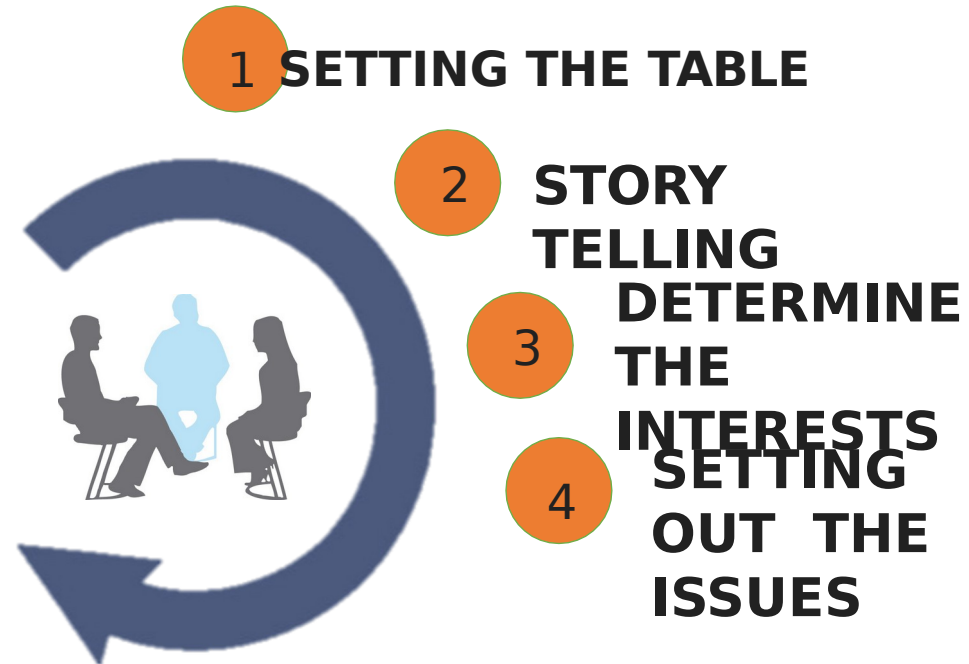
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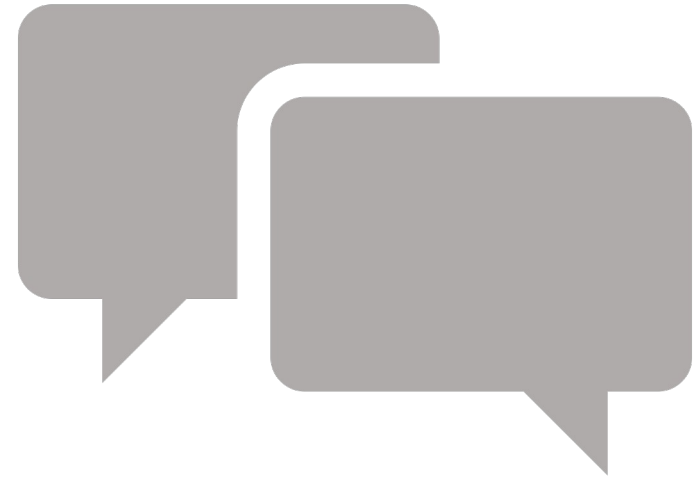
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STORYTELLING TO FACILITATING

COMMUNICATION



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ISSUES IN MEDIATION

TOPICS TO BE DISCUSSED



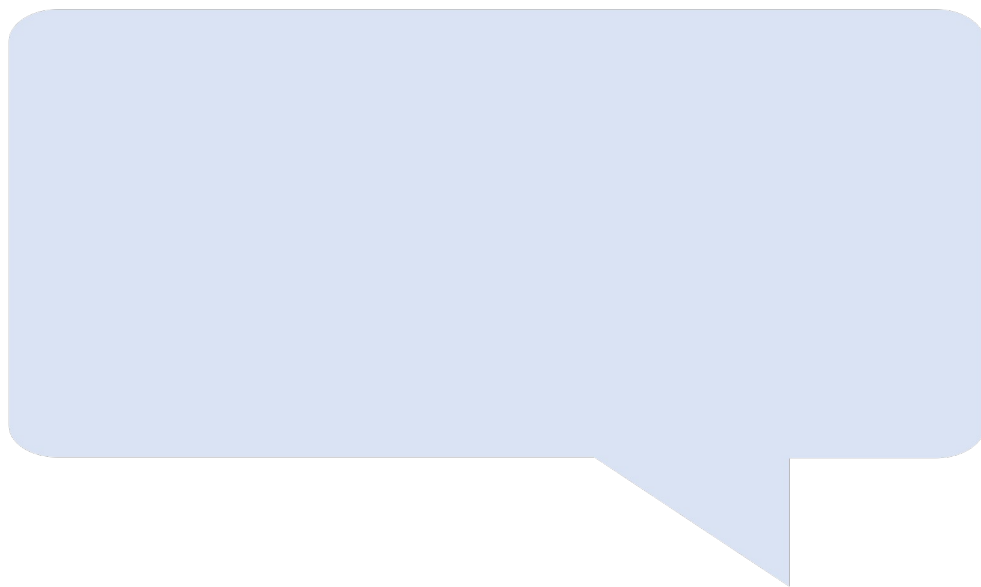
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INTERESTS VS ISSUES



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INTERESTS VS ISSUES

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



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INTERESTS VS ISSUES

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

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



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INTERESTS VS ISSUES

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



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INTERESTS VS ISSUES

“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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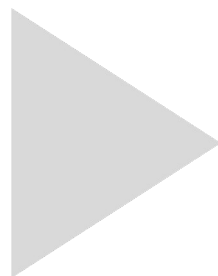
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GOAL OF FRAMING



FRAMING ISSUES



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



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FRAMING ISSUES GUIDELINES



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1 **SETTING THE TABLE**

2 **STORY
TELLING**

3 **DETERMINE
THE**

4 **INTERESTS
SETTING
OUT THE
ISSUES**

5 **OPTIO
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