

**MEDIATION CENTRE**  
**CURRICULUM OF FOR 40 HRS MEDIATION TRAINING**  
**PROGRAMME**  
**ON “CONCEPT & TRECHNIQUES OF MEDIATION”**  
**(18<sup>th</sup> to 22<sup>th</sup> November, 2017)**

**VENUE: Jabalpur Judicial Academy**  
**DURATION: 40 Hours**

**Day-1**

<b>TIME</b>	<b>SESSIONS</b>	<b>STUDY TOPIC</b>
TIME: 9.30 AM TO 11.00 AM	SESSION-I	<b>A. Ground Rules</b> <b>B. Learning &amp; Training</b> 1. Learning 2.Principles of Learning 3. adult Learning 4. Training 5. Mediation Training
TIME: 11.15 AM TO 1.15.00 PM	SESSION-II	<b>C. Conflict Management and Resolution</b> 1. Perception 2. Conflict: Definition, Causes 3. Management & Resolution  <b>ROLE PLAY-1</b> (Savitri V Lokesh Chander)
TIME: 1.45 PM TO 3.15.00 PM	SESSION-III	<b>ADR:</b> Relevance with special reference to section 89, Code Civil Procedure, 1908: Types of ADR <b>Mediation:</b> 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 PM	SESSION-IV	<b>MEDIATION: PROCESS</b> A INTRODUCTION B JOINT SESSION  <b>ROLE PLAY-II</b> (Robbert V Arun)
TIME: 5.00 PM TO 6.00 PM	SESSION-V	C CAUCUS D CLOSING  <b>a. Settlement</b> <b>b. Non-Settlement</b>

## Day-2

<b>TIME</b>	<b>SESSIONS</b>	<b>STUDY TOPIC</b>
TIME: 9.30 AM TO 11.00 AM	SESSION-I	<b>A. Role of Lawyers</b> <b>B. Mediation and Conciliation Rules</b>
TIME: 11.15 AM TO 6.00 PM	SESSION-II	<b>A. COMMUNICATION</b> 1. Definition and Process 2. Effective and Ineffective Communication, Bene 3. Types of Communication 4. Modes of Communication a) Verbal communication b) Non- Verbal Communication 5. Communication in Mediation  <b>ROLE PLAY-III</b> (Meena V Sudhir)  <b>B. Communication Skills</b> 1. Active Listening a) Paraphrasing b) Summarizing c) Neutral reframing d) Setting an agenda 2. Body Language 3. Questions 4. Empathy with neutrality  <b>ROLE PLAY-IV</b> (Anita V Suresh)

**Lunch Break: 1.15PM to 1.45 PM**

**Tea Break: i) 11.00AM to 11.15 PM**

**ii) 3.15 PM to 3.30 PM**

## Day-3

TIME	SESSIONS	STUDY TOPIC
TIME: 9.30 AM TO 3.00 PM	SESSION-I	<b>BARGAININGS</b> A. Positional B. Distributive C. Integrative D. Interests based <b>NEGOTIATION:</b> 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  <b>ROLE PLAY-V</b> (Ram V Sunil)
TIME: 3.00 PM TO 6.00 PM	SESSION-II	<b>IMPASSE:</b> Understanding and Management <b>A. DEFINITION</b> <b>B. CAUSES</b> i. Emotional ii. Substantive iii. Procedural

**Lunch Break: 1.15PM to 1.45 PM**

**Tea Break: i) 11.00AM to 11.15 PM**

**ii) 3.15 PM to 3.30 PM**

## Day-4

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

**Lunch Break: 1.30 PM to 2.00 PM**

**Tea Break: i) 11.00AM to 11.15 PM**

**ii) 3.15 PM to 3.30 PM**

## Day-5

TIME	SESSIONS	STUDY TOPIC
TIME: 10.00 AM TO 4.00 PM	SESSION-I	<b>ROLE PLAY-VII</b> <b>Mohan Vs Soft Drink</b>  <b>B. Ethical Principal for Judicial Mediators</b> <b>C. Ethical Principal for Advocate Mediators</b>  <b>DOCUMENTARY</b>  <b>INTERACTIVE SESSION/ CONCLUDING REMARKS</b>