



### Tentative<sup>1</sup> Training Agenda

The objective of this training is to deliver a three-day awareness raising and mediation skills course for Turkish lawyers.

After this training you will know the most important characteristics of mediation, what cases are suitable for ADR, how to refer cases to mediation, the key factors for success and failure, as well as the specific role of a lawyer in a mediation process. Moreover mediation and negotiation techniques are taught and practiced, as well as key learnings on how to educate others on –how to participate in a -mediation.

**BASIC MEDIATION SKILLS TRAINING (3 DAYS) 25-27 October 2008**  
**Venue: Ministry of Justice, Konya Yolu, ANKARA**

<b>DAY 1: Saturday – October 25, 11.00 – 19.00.</b> <b>Key trainers: Giuseppe de Palo and Manon Schonewille</b> <b>Trainers Role Plays in break-out room: Asiyan Suleymanoglu and Ayca Aranci</b>		
<b>Morning: Registration from 10.30, start training 11.00 - until 13.30</b>		
10.30 – 11.00	Hall	- Registration of participants. Hand-outs and training materials.
11.00	Plenary Room	- Welcome, introduction of the project, the course and the trainers.  - Introduction to ADR and mediation, and their particular relevance in cross border business disputes. Characteristics of mediation and comparison of mediation to other Dispute Resolution methods.  - Mediation as an interest-based negotiation process. Comparison of Distributive Bargaining vs. Integrative Bargaining. Introduction to important basic concepts of mediation and negotiation.  - Factors favouring and disfavouring the use of mediation  - Interests vs. positions.  - (Video) demonstration of litigation lawyers and transaction lawyers negotiating over a contract.  - Introduction exercise interest-based bargaining: Flexible & Mc Solid. Assignment to read role instructions during lunch.

<sup>1</sup> Training agenda as well as trainers may be subject to change.



13.30 - 14.00		LUNCH
Afternoon 14.00 -19.00 including break		
14.00	Break-out room	- Exercise on interest-based negotiation in break-out room (instructions on the table, 3 parties, with each a lawyer of their own) 15 minutes role play, 10 minutes feedback.
14.45	Pleenary room	- Exercise debrief. - The Stages of the mediation process, overview - Initial contact phase (preparation), participants, scope of authority, legal, administrative and ethical aspects of a mediation process. The mediation agreement. - Phase 1: opening statement (Video) demonstration.
Including break	Break-out room	- Exercise preparing and delivering own opening statement with the support of a checklist
17.00	Pleenary room	- Debrief - Phase 2: Exploration/exchange, part 1 - Case Study: finding a business solution based on several kinds of interests - Most important psychological concepts of communication and conflicts: <ul style="list-style-type: none"> <li>• e.g., anchoring;</li> <li>• reciprocity;</li> <li>• loss aversion;</li> <li>• reactive devaluation;</li> <li>• self-serving bias;</li> </ul> - Q&A session
19.00		- End day 1





**DAY 3: Monday October 27, 9.00-19.00. Key trainers: Idil Elveris and Manon Schonewille  
 Trainers Role Plays in break-out room: Asiyan Suleymanoglu and Ayca Aranci**

**Morning 09.00 – 13.00 including break**

08.30 – 9.00	Hall	- Registration
09.00	Plenary Room	- Welcome, introduction new trainer and day 3  - Phase 3: Generating options and negotiating the solution  - Brainstorming, objective criteria, interests, package deals, result of a mediation
INCLUDING break		- Interventions according to conflict causes. Plenary exercise/demo on mediation techniques, including dilemmas and strategic choices  - Phase 4: Finalizing agreement and closure  - SMART settlement agreements
12.30	Break-out Room	- <i>Role play: simulation Role play: the immovable mule (2 consecutive mediators, each 15 minutes mediation, 10 minutes feedback)</i>

**13.45-14.45 LUNCH**

**Afternoon 14.45-19.00 including break**

14.45	Plenary Room	- Debrief and video demonstration of the final stage of the Mega brands role play.  - Q&A regarding the entire mediation process/stages.  - How to refer a case to mediation, court connected mediation and mediation advocacy (the role of a lawyer in mediation)  - Video demonstration: referring a case to mediation & mediation advocacy  BREAK
19.00		- Educating others in mediation, training of trainers.  - Q&A, questionnaires  - Closing remarks  - End of training

**CERTIFICATES**