



MODULAR TRAINING TO BECOME A CERTIFIED MEDIATOR ACCORDING TO GERMAN LAW TAKING PLACE IN BERLIN IN THE ENGLISH LANGUAGE

Leadership is conflict resolution! This is all the more true when hierarchical structures are modified or dissolved. In project teams and when working in cross-company groups, it is increasingly important to resolve conflicts beyond the hierarchical enforcement of formal power. Special skills are required to diagnose a conflict, to understand the different perspectives on it and to develop a solution at the end. This solution will only be permanent if it is supported by all participants.

Conflicts belong to the everyday life of every company, every executive and every entrepreneur. Conflicts are not necessarily a bad thing, but - apart from "pathological" developments – simply express the different interests and viewpoints of the participants. Conflicts are essential for achieving progress: without critical discussions, innovation and advances would not be possible.

The skills needed to turn a conflict into an added value can be learned and practiced. Mediation as a structured process for the constructive resolution of conflicts is the world's most recognized method for resolving conflicts without the use of power and hierarchy, but through arguments, negotiation, by identifying the interests and needs behind stubborn positions and by finding a solution that merges the seemingly incompatible interests of the conflict parties.

For the first time in Germany, CONSENSUS Campus offers an English-language training to become a certified mediator. The course is particularly aimed at a highly qualified international audience looking for professional reorientation in Germany. By adhering to the requirements of the German Mediation Act (Mediationsgesetz) and the Certified Mediator Training Ordinance (Zertifizierte-Mediatoren-Ausbildungsverordnung) while being taught in English, it paves the way to a professional degree recognized by the German state. At the same time, it offers a unique opportunity for professionals from all over the world to combine their competence, whether in law, business, in the health or psycho-social sector, with a valuable toolbox to keep up with the changing realities of work.

Over a period of five months, up to ten people from different cultural and professional backgrounds will attend five three-day modules. Each training unit offers a lively mix of scientifically-based presentations, interactive exercises and role play sessions based on real conflicts, followed by a detailed review. After the successful completion of this mediation training in combination with a practical mediation case supervised by a senior coach or mediator, you will earn the right to use the title „Zertifizierter Mediator/Zertifizierte Mediatorin (ZMediatAusbV)“. This way, the CONSENSUS Campus Mediation Training follows a dual approach to facilitate the career of international professionals in Germany: firstly by enhancing their leadership and conflict management skills and secondly by providing them with a legally recognized professional qualification. With these accomplishments, our certificate holders are excellently prepared for a career as an executive, a consultant or a mediator in their own private practice.

We wish all participants of this training a lot of joy and great success for their careers!

Dr. Peter Bechstein
Andrea Hartmann-Piraudeau



Managing Directors CONSENSUS
GmbH

Prof. Dr. Ewald Krainz
Scientific Director

Dr. Imke Wulfmeyer
Head of Mediation Training



1. WHO ARE WE?

CONSENSUS CAMPUS is a provider of advanced training programs, above all the training course for certified mediators (m/f/d) with a focus on strategic mediation and interest management.

CONSENSUS CAMPUS is part of the CONSENSUS Group, which deals with the quantitative analysis of business processes and the implementation of interventions based on them - mediation, coaching, seminars. With the CAMPUS, ANALYTICS and INTERVENTIONS pillars, the CONSENSUS Group deals with three aspects essential for the management and organisational development of companies that complement and reinforce each other. CONSENSUS offers companies a comprehensive range of services on all aspects of leadership and organizational development - scientifically sound and proven through extensive practical experience.

2. WHAT DO WE OFFER?

A continuous professional education leading to a legally recognized professional title for international executives and self-employed professionals as well as for expats and their spouses looking for professional reorientation!

As one of the leading training institutes for certified mediators in Germany, CONSENSUS Campus offers a unique part-time course tailored towards the needs of educated international people. In five long weekends over a period of five months, a selected small group will get together in the center of Berlin to benefit from our high-quality, English-language mediation training and graduate as certified mediators according to German law. With the completion of our interactive mediation training, our participants will have gained a wide range of skills leading to professional as well as personal growth, including conflict management, interest-based negotiation, and appreciative communication. At the same time, they will have access to our international professional network and further training opportunities.

We provide you with the comprehensive knowledge you need for successful and effective work in project teams, cross-company groups and other structures that are far removed from hierarchy. At the same time, you will gain an additional formal qualification by providing all the required services of the training course, which you will need to carry out a qualified professional activity as a certified mediator.

The current legal situation is as follows: In Germany, everybody may call himself a "mediator" as long as he or she takes care of a "suitable training and regular continuous education". The term "**certified mediator**", on the other hand, has been protected by law since 2012 by § 5 (2) of the Mediation Act. Since September 1, 2017, people may only call themselves certified mediators if they can prove by means of a **meaningful certificate issued by a training institution** that they

- have successfully completed a training course of at least 120 hours of attendance, the content of which is specified in detail by a statutory instrument, and
- have mediated a practical case during the training course or within one year thereafter and reflected it in an individual supervision.



With the successful completion of our extra-occupational 120-hour basic training course, you meet the requirements of the statutory regulations. We will certify this in the form of a certificate of completion. After you have mediated or co-mediated a practical case and received a supervision certificate, CONSENSUS Campus will issue you with a certificate stating that you are entitled to hold the title of certified mediator. You will then be responsible for ensuring that the title is permanently retained in accordance with the requirements of the Certified Mediators Ordinance (ZMediatAusbV) through four further supervised practical cases and regular further training courses.

3. WHAT IS SPECIAL ABOUT OUR TRAINING COURSES?

The CONSENSUS Campus Mediation Training is one of the best practical and scientifically based training courses you can attend, because we offer the following benefits:



□ Real experts - real practical cases

All CONSENSUS trainers are experienced, practicing mediation professionals from the CONSENSUS team, which analyzes processes, develops strategies and carries out customized interventions for clients from business and administration. They come to your training seminar directly from a team building workshop, a coaching or a business mediation they just conducted. From time to time you even have the opportunity to attend a conflict resolution process in practice or an in-house workshop. As a result, you learn directly at the interface to practice and benefit from current CONSENSUS cases.

□ Mediation training 4.0

At CONSENSUS Campus we prepare you for the most important future trends in mediation. This includes mediation in agile structures as well as live online mediation, which suddenly became indispensable due to the corona crisis and has become increasingly important on the market. Even in our basic training, we teach you essential digital skills in our virtual classroom. The personal encounter on site is and remains the focus of our training. With our innovative blended learning concept, you will learn the most important methods so that you, as a mediator, can work empathetically with conflicting parties in both real and virtual space. So you are crisis-proof and fit for the future.



- **Small learning groups with a lot of variety and personal support**

At CONSENSUS Campus you will be part of a small learning group of up to eight participants enjoying the personal, customized support of your trainers and mentors. We value a lively, entertaining curriculum: presentations in the plenary alternate with interactive exercises and role-playing games. You will be taught by different experts from our team and at the same time have a constant contact person who will accompany you throughout your learning journey and above all support you with case work. You will benefit from the diversity of our team, get to know the different facets of mediation and always have a common thread.

- **International orientation and networking**

The CONSENSUS team is active all over Europe and teaches in several major German cities, with an additional Brussels Campus in the planning stage. Thanks to our participation in the annual mediation competition of the International Chamber of Commerce in Paris, we cultivate our contacts with leading mediators from all over the world. Furthermore, we are affiliated to the International Mediation Institute (IMI). This way, you will become part of an extensive network of alumni and CONSENSUS mediators who maintain a lively collegial and professional exchange after completion of their training. In addition to German-language courses, we are the only training institute in Germany to offer English-language mediation training. As part of the mediation training, we promote intercultural competence and a look outside the box.

- **Scientifically based curriculum**

Together with experts from the field, renowned scientists design your curriculum and visit your training seminar. This is how we ensure that the latest findings from communication science, psychology and research on the impact of mediation are conveyed to you. You will not only receive a tool box, but also an in-depth understanding of how and why your methods work.

- **Find your own practical cases: We help you!**

As CONSENSUS Campus alumni, you have the exclusive and free option of being registered on the platform <https://konsens-fuer-alle.de/listen>, thus increasing your chances of gaining practical experience as a mediator in the shortest possible time, e.g. for your first mediation case needed for initial certification and / or other cases for maintaining your title. When you book our Add-on Practice Package, we even guarantee to provide you with your own mediation or co-mediation case within one year of completing the basic course plus we carry out the subsequent supervision, so that together with the training course you will meet all the requirements for the title of "Certified Mediator". CONSENSUS makes it easy for you to start practicing as a mediator!

4. WHAT IS NECESSARY TO PARTICIPATE?

- Completed academic training and/or at least five years' relevant professional experience
- Minimum age 26
- Curriculum vitae submission
- Positive admission interview



5. WHERE AND WHEN DOES THE COURSE TAKE PLACE?

DATES:

Fr. 14.08. – Sun. 16.08.2020
Fr. 04.09. – Sun. 06.09.2020
Fr. 09.10. – Sun. 11.10.2020
Fr. 06.11. – Sun. 08.11.2020
Fr. 04.12. – Sun. 06.12.2020

SEMINAR TIMES:

1. Day: 02 pm – 08 pm
2. Day: 09 am – 07 pm
3. Day: 09 am – 05 pm

The training ends with the festive presentation of the certificate of completion or - if all requirements are met - the formal certificate of the title „Certified mediator“ (ZMediatAusbV) .

LOCATION BERLIN:

CONSENSUS GmbH | CONSENSUS Campus | Tuteur Haus | Charlottenstrasse 24 | 10117 [Berlin](#)

6. HOW MUCH DO YOU INVEST TO ATTEND?

The participation fee for the training course to become a certified mediator with a focus on strategic mediation and interest management totals € 3,675.00. Payment in four installments is possible. Whoever pays the total amount within 14 days after billing in one amount will receive a 75.00 € discount. The training course is exempt from VAT.

This includes the following:

- ☐ 120 hours of interactive seminars taught in a small group in five 3-day modules according to the Mediation Training Curriculum
- ☐ Extensive scripts and teaching materials with the Plain Language Seal of the University of Hohenheim
- ☐ Conference drinks and snacks (pretzels, fruit)
- ☐ Individual support and mentoring by the CONSENSUS Training Team
- ☐ Access to the international CONSENSUS Alumni Network with regular networking events
- ☐ Exclusive and free option of being registered on the platform <https://konsens-fuer-alle.de/listen> to find mediation cases for gathering practical experience
- ☐ Regular webinars and live online meetings for professional exchange within the CONSENSUS community





**7. MEDIATION TRAINING CURRICULUM FALL TERM 2020: TRAINING COURSE FOR CERTIFIED MEDIATORS (M/F/D)
ACCORDING TO THE CERTIFIED MEDIATOR TRAINING ORDINANCE**

| No | Title | Content | Hrs. | Dates |
|----|---|--|------|--|
| 1 | Introduction, overview and introduction to mediation | <p>History, basics, fields of application</p> <p>Attitude, principles, roles, models, demarcation, overview of the phases of mediation</p> <p>Conflict theory (conflict factors, conflict dynamics and conflict analysis; escalation levels; conflict types)</p> <p>Recognition of conflict dynamics (interactive),</p> <p>Law of Mediation (legal framework: mediator contract, confidentiality, remuneration Issues, liability, boundaries of the Legal Services Act)</p> <p>Communication and working techniques (interactive), role definition, role conflicts</p> <p>Task and self-image of the mediator (in particular appreciation, respect and inner attitude), impartiality, neutrality and professional distance to the parties and the conflict.</p> <p>Practical focus: Phase 0 (preliminary discussion, hypothesis formation), Phase 1 (work alliance, clarification of assignment)</p> | 24 | <p>Fr. 14.08. 2020</p> <p>Sa. 15.08. 2020</p> <p>Sun. 16.08.2020</p> |
| 2 | Communication competence and solution orientation | <p>Communication and questioning techniques (interactive), development and evaluation of options for potential solutions, creative techniques, visualisation and moderation techniques</p> <p>Details of the phases of mediation in theory and practice simulation:</p> <p>Phase 1: Mediation contract, discussion rules, presentation of the offer as mediator, clarification of the contract</p> <p>Phase 2: uninterrupted time, collection of material, thematic survey and prioritisation</p> <p>Phase 3: Interest research (interests behind the positions, Window I and II, common points of reference)</p> | 24 | <p>Fr. 04.09. 2020</p> <p>Sa. 05.09. 2020</p> <p>Sun. 06.09.2020</p> |
| 3 | Conflict and negotiation competence on a psychological basis | <p>Findings of brain research on behaviour in conflicts, power, fairness and justice in psychology and mediation</p> <p>Dealing with the feelings of the mediator and the parties, self-reflection (e.g. awareness of one's own limits due to professional influence and socialisation, reflection of one's own conflict resolution style), recognition of conflict dynamics, intervention techniques.</p> <p>Negotiation techniques and competence, basics of negotiation analysis, intuitive negotiation, negotiation according to the Harvard concept/integrative negotiation techniques, distributive negotiation techniques</p> <p>Practical simulation: repetition of phases 1-3, practical focus phase 4 (collecting and evaluating options) and phase 5 (negotiating and agreeing)</p> | 24 | <p>Fr. 09.10. 2020</p> <p>Sa. 10.10.2020</p> <p>Sun. 11.10.2020</p> |



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|---|---|--|----|--|
| 4 | Law, ethics and special framework conditions | <p>Role of the law in mediation, delimitation of permissible legal information and inadmissible legal advice, sensitisation to the recognition of legally relevant facts, participation of external advisors in mediation, legal significance and enforceability of the final agreement taking into account enforceability</p> <p>Final Agreement (SMART Check) and Final Ritual in Mediation</p> <p>Special features of different framework conditions and settings in mediation: in-house mediation, live online mediation, mediation in the public sector</p> <p>Individual discussions, co-/team mediation, multiparty mediation, shuttle mediation</p> <p>Preparation and follow-up of mediation procedures, documentation/protocol keeping</p> <p>Ethics and religion in Mediation</p> <p>Practical focus: Phase 5 (negotiation and agreement), practical simulation of co-mediation</p> | 24 | <p>Fr. 06.11.2020</p> <p>Sa. 07.11.2020</p> <p>Sun. 08.11.2020</p> |
| 5 | Your own mediative style | <p>Phase model, transformation approach and metaphor bridge – where and when does it suit the best?</p> <p>Use of creative techniques: pictures, sculptures, storytelling, psychodrama, Pythagorean cups</p> <p>Duplicating in mediation</p> <p>Resource-oriented self-reflection of own strengths and weaknesses</p> <p>Dealing with mistakes and failures</p> <p>Practical simulation of risks and challenges in mediation</p> <p>Final colloquium and ceremonial presentation of the certificates</p> | 24 | <p>Fr. 04.12.2020</p> <p>Sa. 05.12.2020</p> <p>Sun. 06.12.2020</p> |

8. TRAINING TEAM

In putting together our team of trainers, we have placed particular emphasis on ensuring that all the content taught in the training courses is taught by lecturers who not only have extensive practical experience, but are also continuously involved in the latest scientific research results and theories. It is precisely the constant mirroring of practical experience with scientific findings that sharpens our awareness of the appropriate approach in the respective constellation. In addition, we pay attention to the individual personality of our trainers. This ensures that you, as a participant in our training and further education programme, will receive different perspectives on the content of the training. Diversity is more important here than a "mainstream opinion".

Our training team in Berlin is headed by Dr. Isabell Lütkehaus, supported by Greg Bond, Dr. Imke Wulfmeyer and Dr. Andrea Hartmann-Piraudeau. Concerning the background and experience of our trainers, please see <https://CONSENSUS-Campus.de/en/trainers/>.



9. ADDITIONAL OFFERS AFTER COMPLETION OF THE 120-HOUR TRAINING COURSE

The ordinance of the Mediation Act states in § 3 (1) that the following is required:

"The certified mediator shall regularly participate in advanced training events after completion of the training. The scope of the training events shall be at least 40 hours within a period of four years. The four-year period begins for the first time with the issue of the certificate in accordance with §2 paragraph 6."

CONSENSUS therefore offers all graduates the opportunity to choose from the following advanced training courses and specialisations. The current dates can be found on our website. The events will take place when the minimum number of participants has been reached.

| Title | Content | Hrs | Dates | |
|--|--|----------------------------|---|--|
| Add-on practice package: mediation and supervision of (co-)mediation during or within one year after the training course | Mediation of a real case, support by a member of the CONSENSUS consultant pool Individual supervision of this (co-)mediation CONSENSUS Campus - Certificate of entitlement to use the title Certified Mediator (ZMediatAusbV) | tbd | Subject to availability | € 360,- |
| Add-on Extension Course: Mediation in Business and Organisations (according to the standards of the QVM - Quality Association of Mediation) | Seminars in small groups in total Expert seminar I Expert seminar II Group supervision seminar I Group vision seminar II (plus support of additional Peer Group Intervention) For detailed contents see https://CONSENSUS-Campus.de/bildungsangebote/ | 80 24 24 16 16 | See https://CONSENSUS-Campus.de/bildungsangebote/ | € 2400,- |
| Add-on Extension Course Family Mediation (according to the standards of the QVM - Quality Association of Mediation) | Seminars in small groups in total Expert seminar I Expert seminar II Group supervision seminar I Group vision seminar II (plus support of Peer Group Intervention) For detailed contents see https://CONSENSUS-Campus.de/bildungsangebote/ | 80 24 24 16 16 | See https://CONSENSUS-Campus.de/bildungsangebote/ | € 2400,-* *If both Extension Courses are booked, the group supervision seminars of the 2 nd course can be skipped and the expert seminars of the 2 nd course will be offered for € 1440,-. |
| Add-on Seminar Course Coaching for Mediators | Expert seminar I Expert seminar II | 15 15 | See https://CONSENSUS-Campus.de/bildungsangebote/ | € 990,- |