



## MEDIATION TRAINING CURRICULUM

### TRAINING COURSE ACCORDING TO THE LEGAL ORDINANCE TO BECOME A CERTIFIED MEDIATOR (M/F/D)

Modules	Contents	Time hours
<b>Module 1: Introduction, overview and introduction to mediation</b>	<p>History, basics, fields of application Attitude, principles, roles, guiding principles, delimitation, overview of the phases of mediation,</p> <p>Conflict theory (conflict factors, conflict dynamics and conflict analysis; stages of escalation; types of conflict) Recognizing conflict dynamics (interactive),</p> <p>Law of mediation (legal framework: Mediator contract, confidentiality, remuneration issues, liability, main features of the Legal Services Act).</p> <p>Communication and work techniques (interactive), role definition, role conflicts</p> <p>Task and self-image of the mediator (especially esteem, respect and inner attitude), impartiality, neutrality and professional distance to the mediators and to the conflict</p> <p>Practical focus: Phase 0 (preliminary discussion, hypothesis formation), Phase 1 (working alliance, clarification of assignment)</p>	Total 24 time hours
<b>Module 2: Communication competence and solution orientation</b>	<p>Communication and questioning techniques (interactive), development and evaluation of solution options, creative techniques, visualization and facilitation techniques,</p> <p>Details of the phases of mediation in theory and practice simulation:</p> <p>Phase 1: Mediation contract, rules of conversation, presentation of the offer as mediator, clarification of assignment</p> <p>Phase 2: uninterrupted time, material collection, topic collection and prioritization</p> <p>Phase 3: Exploration of interests (interests behind the positions, Window I and II, common points of reference).</p>	Total 24 time hours
<b>Module 3: Conflict - and negotiation competence on a psychological basis</b>	<p>Brain research findings on behavior in conflict, Power. Fairness and justice in psychology and mediation.</p> <p>Dealing with feelings of the mediator and the mediand, self-reflection (e.g. awareness of one's own limits due to professional imprint and socialization, reflection of one's own conflict resolution style), recognition of conflict dynamics, intervention techniques.</p> <p>Negotiation techniques and skills, basics of negotiation analysis, intuitive negotiation, negotiation according to the Harvard concept/integrative negotiation techniques, distributive negotiation techniques, excursus: GRASP method</p> <p>Practical simulation: repetition of phases 1-3, practical focus on phase 4 (collecting and evaluating options) and phase 5 (negotiating and agreeing)</p>	Total 24 time hours
Modules	Contents	Time hours
<b>Module 4:</b>	Role of law in mediation, differentiation between admissible legal information and inadmissible legal advice, sensitization for the	



<p><b>Law, ethics and special framework</b></p>	<p>recognition of legally relevant facts, involvement of external advisors in mediation, legal significance and enforceability of the final agreement with regard to enforceability</p> <p>Closing agreement (SMART check) and closing ritual in mediation</p> <p>Specifics of different frameworks and settings in mediation: in-house mediation, mediation in the public sphere/citizen participation</p> <p>Individual meetings, co-/team mediation, multi-party mediation, shuttle mediation</p> <p>Pre- and post-processing of mediation proceedings, documentation/record keeping</p> <p>Ethics and religion in mediation, conflict resolution strategies in different religions.</p> <p>Practical focus: Phase 5 (negotiating and agreeing), practical simulation of co-mediation</p>	<p>Total 24 time hours</p>
<p><b>Module 5: The own mediative style</b></p>	<p>Negotiation GRASP</p> <p>Phase model, transformation approach and metaphor bridge - what fits when?</p> <p>Use of creative techniques: Pictures, sculptures, storytelling, psychodrama, cup d es Pythagoras.</p> <p>Doubling in mediation</p> <p>Resource-oriented self-reflection of own strengths and weaknesses</p> <p>Dealing with mistakes and failure</p> <p>Practical simulation on ventures and challenges in mediation</p> <p>Final colloquium and ceremonial presentation of certificates</p>	<p>Total 24 time hours</p>