

# 20–Hour Foundation Mediation Course Brochure



Certified by  THE  
ADR  
INITIATIVE

# INTRODUCTION TO MEDIATION COURSE

This programme provides you with first class training as a Mediator. Our programme is written and delivered by our pool of global experts who have decades of alternative dispute resolution experience.

Successful completion of the programme will allow you to gain the status of Adri's Certified Mediator'. Our course is designed to inspire and galvanise the growing number of aspiring young mediators emerging in Pakistan. This course is developed keeping in mind the local ADR landscape and the laws of Pakistan. It is developed for students and professionals who are stepping into the world of ADR.

The course aims to help you to understand:

- ADR Landscape in Pakistan
- Psychological theory of conflict
- The Mediation process
- Art of Communication
- Role of Mediator
- Legalities of a Mediation
- Methodical process of achieving the settlement in a dispute



This course is a skills-based module as we believe that people learn best by practicing mediation skills through practical learning. During your Mediators training over 70% of your time will be spent in role-play scenarios with tutor-observed sessions.

Case study mediation exercises, group discussions and debriefing sessions will help you to practice the skills you have learned. Tutors are available to you throughout the programme to discuss any aspect of the course.

“CONFLICT IS INEVITABLE - COMBAT IS  
OPTIONAL.”

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# Day

1.

- Introductions
- Role-play (Ice Breaker)
- Objectives and Learning Outcomes
- Steps in a Mediation
- Practice of Mediation and differences with other forms of dispute resolution
- Psychological components of Mediation
- Communication and trust building

2.

- Legal framework of ADR in Pakistan with Global perspective
- Principles of Facilitative Mediation vs Evaluative Mediation
- Demonstration and Role Plays of initiating mediation, and information gathering.

3.

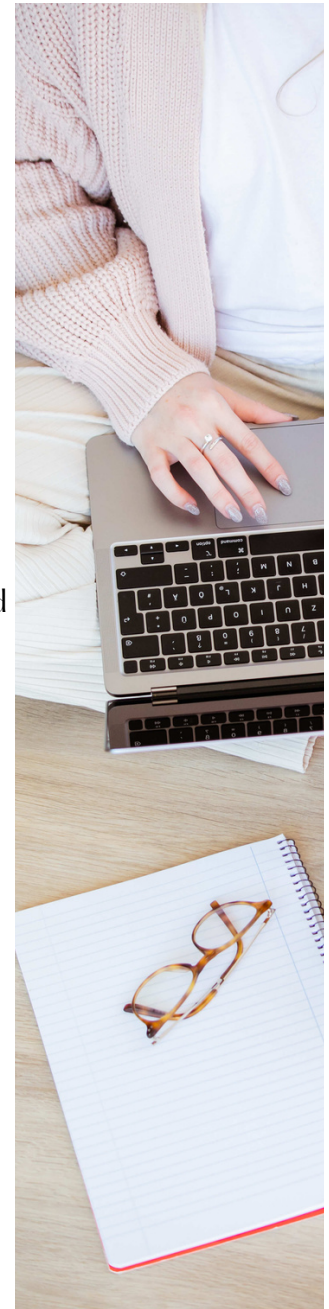
- Reality Testing Offers
- Negotiation Principles – BATNA, ZOPA, etc
- Techniques and best practices in generating meaningful offers for settlement
- Demonstration and Role Plays of negotiating, and finalizing settlements
- Mock Assessment and Final Assessment

## SKILLSETS

- Theory of Conflict
- Value of Mediation
- Active Listening
- Dispute Iceberg
- Wants v Needs
- Dispute Triangle
- Traditional v Mutual Gains Approach
- SMART Testing
- SCARF Model
- Breaking Deadlocks

Advanced trainings and specific modules will be offered after completing this basic course.

“ WHEN IT COMES TO CHANGE,  
PEOPLE LIKE ONLY THE ONES  
THEY MAKE THEMSELVES. ”



# Trainers



## MEHAK ZARAQ BARI

**Co-founder – The ADR Initiative**

- Nominated and Shortlisted for National Mediation Award [UK –2020]
- Head of Law at Ivy College of Management Sciences [2020–2022], Associate Director at Pakistan College of Law [2018–2020], Director at Business and Law School [2018]
- Approved Lecturer and Dissertation Supervisor [LL. B and LLM] for University of Bedfordshire
- Lecturer and Trainer for legal research, drafting and writing for LL.M and LL.B. [UOL, PU, Arden, Pearson, Bedfordshire]
- Accredited Mediator and Negotiator (SIMI, CMC, IMI)
- Master Trainer at The ADR Initiative
- LL.M (QMUL), LL. B (UOL), BSc in Accounting and Finance (UOL), Diploma in Economics (UOL), Certificate in Counselling (CPCAB)



## SYED AKBAR HUSSAIN

**Founder – The ADR Initiative**

- Nominated and Shortlisted for National Mediation Award [UK – 2020]
- Resident Representative of ADR ODR International [2019–21]
- ADR Trainer at Punjab Judicial Academy
- ADR Lecturer for University of London (LL.B)
- Accredited Mediator, Negotiator and Arbitrator (CMC, SIMI, IMI)
- Arbitrator at Shanghai Arbitration Commission
- Advisor – ADR Project with The Asia Foundation
- Chairman – ADR Committee of Lahore High Court Bar Association
- Master Mediator and Negotiator at ADR Initiative
- Master Trainer at The Mediation Institute
- LL. M Private Law (Turkey), PG Certificate and LL.B (University of London)



- Nominated and Shortlisted for the National Mediation Awards [UK – 2020]
- Pakistan's only providers of internationally accredited trainings since 2019 (Partnership with ADR ODR International)
- Founder of Pakistan's first Advisor Network to promote ADR
- Host of Pakistan's Roster of Mediators (Created in partnership with The Asia Foundation)
- Research and Think Tank on ADR responsible for creating Pakistan's Model ADR Rules and publications on journals
- Incubators of ADR Centers in Educational Institutes and industries
- Pakistan's Allied Network with various private and public entities (MOUs)
- Founder of Pakistan's Women in ADR Network

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We are honoured to have a panel of assessors who are Master Trainers from International Mediation Organisations such as CEDR, ADR ODR International, JAMS International, etc. and duly accredited from CMC, SIMI, IMI and other accrediting bodies.

## ASSESSORS

“ IF YOU HAVE LEARNED HOW TO DISAGREE WITHOUT BEING DISAGREEABLE, THEN YOU HAVE DISCOVERED THE SECRET OF GETTING ALONG--WHETHER IT BE BUSINESS, FAMILY RELATIONS, OR LIFE ITSELF.

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# TESTIMONIALS


The ADR Initiative has trained professionals from governmental organisations, private sector and students.

## TESTIMONIALS



“ The course was very informative one. The method of the course was very unique and really helpful in professional life. Good wishes for Team ADRI. ”

*-Zunair Seemab (CPPA)*



20 HOUR FOUNDATION MEDIATION COURSE

## TESTIMONIALS




“ My experience with ADR Initiative has been great so far. I believe this is one of the best courses I have taken. ”

*-Taiba Usman (ISL)*




20 HOUR FOUNDATION MEDIATION COURSE

## TESTIMONIALS




“ The mediation course was truly remarkable. The mixed balance of interactive classroom sessions and role plays in this training added significantly to the learning of participants. I would definitely encourage everyone interested in the field to attend this course. ”

*Hassnain Raza (SECP)*




20 HOUR FOUNDATION MEDIATION COURSE

## TESTIMONIALS



“ I have found this course and especially the role plays very interesting. So I would suggest everyone to take part in it, as it is practically very helpful too! ”

*-Mohib Niazi (ISL)*



20 HOUR FOUNDATION MEDIATION COURSE

# SCHEDULE

19th April 2024, Friday

3pm–7pm

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20 and 21 April 2024, Saturday & Sunday

11am–7pm

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Enrolling on the course

To book a place on our courses,  
please visit: [www.adrinitiative.com](http://www.adrinitiative.com)

Contact:

[courses@theadrinitiative.com](mailto:courses@theadrinitiative.com)

+92 318 4848940



*Thank you!*

We thank our sponsors who have helped make this course accessible and affordable by providing us with their support and trust.

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