

International Mediators' Training Program

In Collaboration with Essential Mediation Solutions (EMS), UK



Monday - Friday
December 15 - 19, 2025



Khyber Pakhtunkhwa
Judicial Academy, Peshawar

Program Overview

This comprehensive program is designed to elevate participants' mediation skills, building on foundational concepts to develop expertise in interest-based conflict resolution, effective communication, strategic questioning, and managing deadlocks. The course offers a hands-on, experiential learning experience, featuring realistic role-plays, complex mediation scenarios, and personalized coaching by experienced mediators. Participants will explore in-depth techniques for navigating challenging disputes, addressing diverse perspectives, and fostering collaborative solutions. By engaging in dynamic exercises and receiving tailored feedback, attendees will enhance their ability to mediate effectively across various contexts, including workplace, commercial, and cross-cultural settings. This program equips professionals with the tools and confidence needed to handle high-stakes mediation with professionalism and impact.



Program Goals

The International Mediators' Training Program is designed to empower participants with advanced techniques and practical expertise in conflict resolution. The program aims to:

- 1) Enhance Mediation Proficiency:** Develop mastery in interest-based conflict resolution and effective communication, equipping participants to handle complex and high-stakes disputes with confidence.
- 2) Foster Strategic Problem-Solving:** Cultivate the ability to uncover underlying interests, manage power dynamics, and employ creative solutions to guide disputing parties toward collaborative outcomes.
- 3) Build Expertise in Deadlock Management:** Equip participants with tools and techniques to navigate challenging situations, break impasses, and maintain momentum in mediation sessions.
- 4) Promote Ethical Mediation Practices:** Instill a commitment to professionalism, impartiality, confidentiality, and procedural fairness to ensure adherence to global mediation standards.
- 5) Prepare for Real-World Application:** Provide hands-on experience through realistic role-plays, personalized feedback, and scenario-based learning, enabling participants to mediate effectively across workplace, commercial, and cross-cultural contexts.
- 6) Support Career Advancement:** Empower professionals from diverse backgrounds to achieve recognition in mediation and conflict resolution, enhancing their leadership and negotiation skills for impactful career growth.

Learning Outcomes

This comprehensive training program aims to:

- Equip key stakeholders with Accredited Mediator credentials to manage internal and external disputes effectively.
- Integrate mediation as a structured Alternative Dispute Resolution (ADR) mechanism within HR and legal frameworks to enhance workplace conflict management.
- Reduce reliance on litigation, ensuring cost-effective and amicable conflict resolution.
- Strengthening conflict resolution and negotiation skills among professionals across various sectors to foster a more collaborative and effective working environment
- Align mediation and dispute resolution strategies with global best practices to enhance credibility and establish a reputation for innovation and excellence in conflict management progressive institution.



Topics Covered

The program is highly interactive, with a strong emphasis on role-playing, simulations, and practical exercises. Each day progressively enhances participants' mediation skills, transitioning from foundational concepts to real-world application.

Day 1: Foundations of Mediation

- Introduction to mediation theory, ethics, and principles.
- Understanding the mediation process: pre-mediation work, opening statements, and caucus sessions.
- Interactive exercises on active listening and rapport-building.

Day 2: Conflict Analysis & Negotiation in Mediation

- Identifying positions and interests in disputes.
- Understanding negotiation dynamics and techniques.
- Simulated mediation exercises focusing on real-life disputes.

Day 3: Solution-Oriented Mediation

- Generating creative solutions beyond litigation.
- Reality testing, workability, and finalizing agreements.
- Extensive role-playing exercises to practice skills.

Day 4: Practical Mediation Assessments

- Mock mediation practices with structured feedback.
- Preparation for assessments and final evaluation.

Day 5: Final Assessments & Certification

- Practical assessments based on real-world mediation scenarios.
- Final feedback and certification process.
- Discussion on implementing mediation practices within various sectors.





Ms. Emma McAndry

Founder & Director, EMS

Emma McAndry is a highly accomplished mediator, trainer, and legal professional with over a decade of experience in civil, commercial, and workplace mediation. A Fellow of the Civil Mediation Council and a Legal 500 Leading Mediator (2022/23), she has successfully mediated over 100 cases and played a pivotal role in shaping mediation education and practice in the UK. Emma began her legal career as a commercial litigator before transitioning into mediation, recognizing its advantages over litigation. She founded and led the UCLan Centre for Mediation, developing accredited training programs and pioneering student mediation competitions.

Her expertise in mediation training has been recognized internationally, earning her multiple awards, including the National Mediation Awards' Mediation Trainer of the Year (2022/23) and Mediation Expert of the UK (2020-2022). With extensive experience in mediation education, Emma has designed and delivered accredited mediation training for professionals worldwide. She is the Founder and Director of Essential Mediation Solutions, providing high-quality training and professional development programs. Known for her engaging teaching style and practical approach, Emma continues to shape the future of mediation through her leadership, training, and hands-on dispute resolution expertise.

Organizational Background



Essential Mediation Solutions (EMS), founded and led by Emma McAndry, is a renowned mediation training organization based in the UK. EMS specializes in providing accredited mediation training for professionals in the civil, commercial, and workplace mediation sectors. The organization is committed to developing high-quality training programs that equip individuals with the practical and theoretical knowledge necessary to resolve disputes effectively and constructively.

Under Emma McAndry's leadership, EMS has grown into a respected institution in the mediation field. The organization is recognized for its innovative training approach, combining interactive learning with real-world applications. EMS utilizes role-playing, case studies, and live mediation simulations to ensure that participants not only gain an understanding of mediation theory but also develop the practical skills necessary for successful mediation in diverse settings.

EMS offers globally recognized accreditation, ensuring that their training programs align with international standards in mediation practice. The company's specialized courses cater to both beginners and seasoned professionals, focusing on building strong negotiation, conflict resolution, and mediation skills, while integrating ethical standards into the mediation process. EMS is widely trusted by organizations and legal professionals who seek to improve their dispute resolution capabilities.

As the Founder and Director, Emma McAndry has cultivated a reputation for excellence in mediation education. She has led EMS in delivering accredited training to professionals worldwide, contributing to the growth of mediation practice and advocacy. The organization's vision is to provide accessible, high-impact mediation training, while promoting the global expansion of mediation as a viable alternative to litigation.



Justice Sufiyan Rana

District Judge, Stockport Civil and Family Court (Greater Manchester, UK)

Justice Sufiyan Rana serves as a District Judge at the Stockport Civil and Family Court in Greater Manchester, United Kingdom. He is deeply committed to the principles of rule of law, access to justice, and alternative dispute resolution (ADR), holding an LL.M. in ADR: Mediation.

Judge Rana specializes in Civil, Family, and Costs law, bringing a wealth of judicial and mediation experience to his work. Prior to his appointment, he served as a Deputy District Judge on the Northern Circuit and as a Tribunal Judge (Fee Paid) in the Mental Health jurisdiction.

He is a judicial mentor and appraiser, and sits on the Judicial Appointments Commission (JAC) panel, where he assists in the recruitment and evaluation of judges. As a Civil Law Tutor at the Judicial College, he trains judges across England and Wales, further demonstrating his commitment to judicial capacity building.

Internationally, Judge Rana has delivered trainings and keynote addresses in countries such as Albania and has recently been invited to join the Online Procedure Rule (Sub) Committee, working alongside High Court and Court of Appeal Judges to draft simplified Online Procedure Rules that promote efficient dispute resolution and digital innovation within the justice system.

Called to the Bar at Lincoln's Inn in 1999, Judge Rana practiced as both a Barrister and Accredited Mediator at St. John's Buildings Chambers, Manchester, where he conducted numerous Facilitative and Evaluative Mediations, Settlement Meetings, and Round Table Mediations. He has also practiced as a Solicitor and served as a Visiting Lecturer at Manchester Metropolitan University, teaching on its LLB and Bar Vocational Course.

Recognized by The Legal 500 as a Leading Junior (Tier 1) for brain and spinal injury cases, he was commended for being approachable, eloquent, and direct, with meticulous attention to detail.

Training Details & Accreditation

Duration: 5 Days (40 Hours)

Dates: December 15-19, 2025

Venue: Khyber Pakhtunkhwa Judicial Academy,
Peshawar

Accreditation: The training is accredited by the International Mediation Institute (IMI) and Civil Mediation Council (CMC) and aligns with Pakistan's ADR Accreditation Rules of 2023.

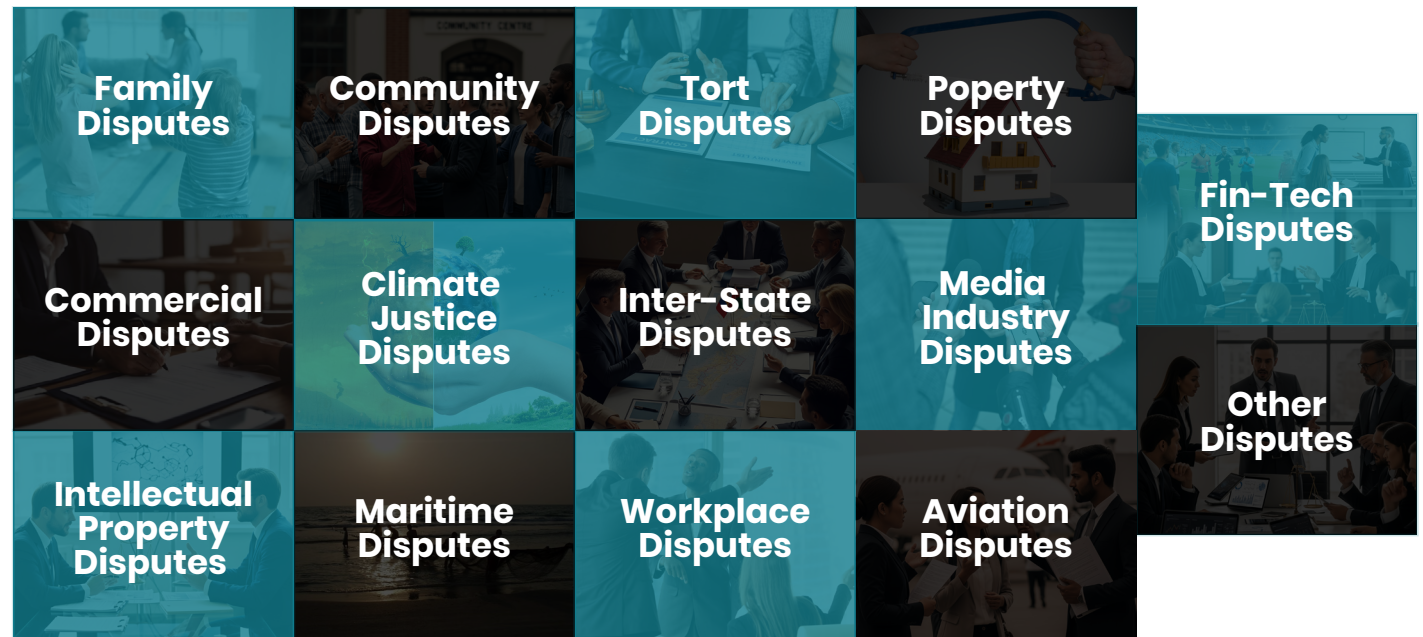
Global & Local Career Prospects for Mediators

The demand for trained mediators is rapidly growing, both in Pakistan and internationally. Globally, mediation is widely recognized as a cost-effective alternative to litigation, with institutions such as the Singapore International Mediation Centre (SIMC), Malaysian International Mediation Center (MIMC), Qatar International Court and Dispute Resolution Centre (QICDRC) and IMI leading the field. The ratification of the Singapore Convention on Mediation further strengthens the role of mediation in cross-border commercial disputes.

In Pakistan, mediation is gaining momentum as an essential component of the judicial and business ecosystem. With the ADR Accreditation Rules of 2023, Court-Annexed Mediation Centers, Ministry of Law and Justice notified Private Mediation Centers and increasing corporate adoption of mediation, trained mediators are well-positioned for career growth in legal practice, corporate conflict resolution, and institutional ADR roles.

Ideal Cases for Mediation

Mediation serves as an effective solution for a wide range of disputes, offering fair, efficient, and amicable resolutions while reducing the burden on the court system.



Who Should Attend?

This training is designed for professionals across legal, corporate, and public sectors who are involved in managing, resolving, or advising on disputes. It is especially beneficial for:

- **Legal Professionals (Independent & In-House Counsel):** Ideal for lawyers seeking to broaden their dispute resolution toolkit beyond litigation. This includes independent practitioners, corporate legal teams, and law firm associates who regularly deal with contractual, regulatory, or institutional disputes.
- **Corporate Executives & Senior Management:** Leaders and decision-makers aiming to integrate mediation into workplace governance, team dynamics, and internal conflict resolution frameworks. The course supports a culture of early dispute resolution within organizations.
- **Human Resource Professionals:** For those responsible for handling employee relations, workplace conflict, and performance-related grievances. Mediation offers a strategic tool to resolve internal issues without escalating to formal legal action.
- **Government Officials & Policy Makers:** For professionals working in regulatory bodies, ministries, or public institutions seeking to incorporate mediation into administrative decision-making, public grievance redressal, and legislative frameworks.
- **Judicial & Legal Development Practitioners:** Those involved in legal reform, access to justice initiatives, or overseeing court-annexed mediation systems who wish to align with international best practices in ADR.

Additional Training Opportunity

In addition to the accredited mediator training, ADRIC and EMS offer a specialized **Mediation Representation/Advocacy Course** for legal teams and senior management.

This program focuses on:

Training Outcomes

- How to effectively represent parties in mediation sessions.
- Negotiations strategies and dispute resolution techniques.
- Legal considerations and framework for mediation in Pakistan.
- Participants have the opportunity to earn IMI accreditation by completing an additional online session and assessment, available for a fee of £75 GBP.

Duration: 2 days (for those new to mediation) or 1 day (for experienced professionals).

Customization: Can be adapted to include mediation case law(s) relevant to Pakistan.

Program Fees

Individual Fees:

PKR 250,000 + 3% SST

Group Rate (Group of Five Members)

PKR 200,000 + 3% SST

Assessment Charges: GBP 100

The EMS-accredited certificate, if opted for post-certification, will be charged separately.

Training key stakeholders will facilitate the seamless integration of mediation practices across the organization, enhancing dispute resolution efficiency and contributing to stronger socio-economic outcomes across all sectors.





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