



ADR International Center (ADRIC) – IBA Karachi

## International Mediators' Training Program

In Collaboration with Essential Mediation Solutions (EMS), UK

Program Duration: 5 Days



April 21 - 25, 2025

# 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

**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.
- ▶ Registration with the Civil Mediation Council (CMC), UK, and post-training CPD requirements.
- ▶ 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.



# Training Details & Global & Local Career Prospects for Mediators

This comprehensive training program aims to:

**Duration:** 5 Days (40 Hours)

**Dates:** April 21 - 25, 2025

**Venue:** Lahore

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

## Trainers



### Justice Sufyan Rana

District Judge based at Stockport Civil and Family Court, Greater Manchester, United Kingdom



### Ms. Emma McAndry

Founder & Director, EMS; Award-winning mediator accredited by the Civil Mediation Council (CMC), UK.



### Kamran Bilgrami

Founder ADRIIC & Director CEE, IBA Karachi



### Syed Bulent Sohail

Founder & Head of Partnerships at IBA-ADRIIC



### Barrister Usama Malik

Directorate of Legal Education (DLE), Pakistan Bar Council



### Syed Abid Imam

Director and legal consultant at Lahore Grammar School (pvt) Ltd.

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.

## Sector Specific Disputes

To tailor the training to operational needs, EMS will incorporate role-plays and case studies based on common disputes in the different sector, such as:

**Family Disputes:** Resolving issues related to child custody, inheritance, and maintenance in a constructive and less adversarial manner.

**Commercial Conflicts:** Settling disputes involving breach of contract, partnership disagreements, banking conflicts, and payment delays.

**Workplace Disputes:** Managing harassment claims, employee grievances, and employer-employee disagreements through structured dialogue..

**Community Disputes:** Facilitating resolutions for neighbor conflicts, shared resource management issues, and civic disagreements.

## Additional Training Opportunity

In addition to the accredited mediator training, ADRIIC 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.
- Negotiation strategies and dispute resolution techniques.
- Legal considerations and frameworks for mediation in Pakistan.

**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.

# Who Should Attend?

The training will cater to a diverse group of professionals within various sectors, including:

- **Human Resource Professionals:** To manage workplace conflicts, performance management disputes, and employment-related grievances.
- **Senior Management & Administrators:** To integrate mediation into leadership and policy development.
- **Corporate Leaders:** To effectively address conflicts between employees and managers, workplace disputes, and behavioral challenges.
- **Legal Teams:** To resolve contractual, regulatory, and institutional disputes efficiently.
- **Government Officials & Policy Makers:** To implement mediation in public sector governance, policy frameworks, and dispute resolution mechanisms.



# Program Fees


**Introductory Discounted Fees:  
USD 2500 per head (plus 5% SST)**

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.

## Contact us

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## Register Now

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