Family Mediation Training in Northern Wisconsin

UW- Milwaukee School of Continuing Education – 2024

Sue Bronson, LCSW

**Agenda Day One 8:30am – 5:00pm**

|  |  |
| --- | --- |
| 8:30 | Course overview and learning objectives  |
| 8:40 | Understanding conflict and its resolution * Introductions via conflict exercise
* Core principles of mediation
	+ ETHICS: Confidentiality, impartiality, self-determination
* Separation and Divorce: How does it fit with mediation?
	+ Legal process of divorce
	+ Conflict within family systems
 |
| 9:45 | *Break*  |
| 10:00 | Overview of dispute resolution processes and mediation Mediation process and role of the mediator * Role of the Mediator- ETHICS
* Philosophical base(s) of Mediation Models
	+ Research (MD Supreme Court) and ETHICS
* **Demo mediation video** – Zena Zumeta
	+ Debrief skills and ETHICS
 |
| *noon-12:45*  | *Lunch* |
| *12:45* | Preparation of the mediatorIntake and screening for appropriateness for mediation* Screening - ETHICS
* **Live demonstration of screening**
 |
| *1:15* | **Practice session: Orientation and Screening** * Debrief - ETHICS
 |
| *2:00* | *Break*  |
| *2:15* | Agreement to mediate and opening a mediation * Agreement to Mediate- ETHICS
* **Demo mediation video** - John Haynes
 |
| *3:15* | **Practice Session: Opening a mediation** * Debrief - ETHICS
 |
| *4:50-5:00* | Learning reflection  |

\*ETHICS discussions during segments approximately 10 minutes each

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**Agenda Day Two 8:30am – 5:00pm**

|  |  |
| --- | --- |
| 8:30 | Questions and comments  |
| 8:40 | Fundamental communication skills* Issues, Feelings, Values
* Fundamental Communication Skills for Mediators
 |
| 9:45 | *Break*  |
| 10:00 | Appling advanced communication skills* Clarity Map - Listening for clarity and asking curious questions
* Changing the quality of conflict interaction
	+ ETHICS: What does it mean to be competent? What are the expectations and limits of the mediator’s role?
 |
| *noon-12:45*  | *Lunch* |
| *12:45* | Basics of Family SystemsThe impact of conflict on adults and children – part 1 |
| *1:00* | Creating a parenting plan* Issues to cover
* Creating parenting plans; use of visuals
* **Live demonstration**
	+ Debrief - ETHICS
 |
| *2:15* | *Break*  |
| *2:30* | **Practice session: Creating a Parenting Plan** * Debrief - ETHICS
 |
| *4:00* | Other parenting issues – significant others, grandparents, long distance |
| *4:50-5:00* | Learning reflection  |

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**Agenda Day Three 8:30am–5:00pm**

|  |  |
| --- | --- |
| 8:30 | Questions and comments  |
| 8:40 | Property Division (assets and debts) * Issues to cover
* Legal, emotional, business
* Gathering financial information, understanding and valuation
* Division of home, retirement plans, etc.
 |
| 10:00 | *Break*  |
| 10:15 | * What is the role of the law, attorneys and other outside experts?
* **Demonstration videos** – 3 approaches to property division
	+ Debrief – Skills and ETHICS
 |
| *noon-12:45*  | *Lunch* |
| *12:45* | Financial Responsibility (Cash flow - child support, spousal support, etc.)* Issues to cover
* Implications of decisions considered
* Tax and administrative issues
* ETHICS: Staying within our role and training
	+ Working with other professionals
 |
| *2:15* | *Break*  |
| *2:30* | Online Dispute Resolution (ODR) * Requirements, tech tips and resources
	+ ETHICS: Confidentiality and Protection of information
 |
| *3:00* | Caucus and Co-mediation * ETHICS: Choices have consequences

Special topics: Addiction, Stepparents, Children with special needs * ETHICS: Staying within our role and training
 |
| *4:40* | Reflective Practice – “consciously incompetent” *Assignment: read* ***Mediation Agreements, Ethical Codes, Standards of Practice***  |
| *4:50-5:00* | Learning reflection  |

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**Agenda Day Four 8:30am–5:00pm**

|  |  |
| --- | --- |
| 8:30 | Questions and comments * What skills did you practice? What happened?
 |
| 8:40 | Mediation Process * Developing options!
	+ Agency and choice
	+ ETHICS: Suggestions
* Deliberation, impasse and supports
* Making decisions
 |
| 10:00 | *Break*  |
| 10:15 | **Practice session: Post Judgement** * Debrief - ETHICS
 |
| *noon-12:45*  | *Lunch* |
| *12:45* | ETHICS (30 min)* Power and Privilege (Biases- personal, parties, and systemic)
* Neutrality and Justice
* Cultural humility (experience with earlier role play)
 |
| *1:15* | ETHICS Applied: Standards of Practice (1.5 hr activity) * Ethical dilemmas and ethical decision making
 |
| *2:45* | *Break* |
| *3:00* | Creating a new narrative: Framing |
| *3:45* | Engaging with emotions: Stepping into the conflict  |
| *4:15* | **Live Demonstration**/ Special topics: TBD by group  |
| *4:50-5:00* | Learning reflection  |

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**Agenda – Day Five 8:30am – 5:00pm**

|  |  |
| --- | --- |
| 8:30 | Questions and comments * What skills did you practice? What happened?
 |
| 8:40 | Working with other professionals **Demonstration video:** Working with attorneys – Zena Zumeta |
| 9:00 | Intimate partner violence (IPV) * Dynamics, Power and Control Wheel, Danger when leaving
* Review screening process; tuning into indicators of abuse
 |
| 10:00 | *Break*  |
| 10:15 | Mediating when there is IPV * Choice to mediate; referrals and safely ending
* Tools: SAFeR and MASIC
* Process modifications
* ETHICS: Safety concerns and power dynamics
 |
| *noon-12:45*  | *Lunch* |
| *12:45* | Impact of conflict and parental separation on adults and children – Part 2 * ACE’s and trauma informed responses
* Voice of the child
* Gatekeeping
* High conflict behaviors
* Resist and Refuse contact with a parent
* Pragmatics: parallel parenting
 |
| *2:15* | *Break*  |
| *2:30* | Writing a mediation summary / agreement * Applied ETHICS: Capturing decisions in writing (30 min activity)
 |
| *3:00* | Starting a practice Professional development |
| *3:30* | Pulling it all together* Demonstration Video – Family Ties
* Stop action – What would you say/do as the mediator?
 |
| *4:50-5:00* | Learning reflection; graduation |