Family Mediation Training in Northern Wisconsin

UW- Milwaukee School of Continuing Education – 2024

Sue Bronson, LCSW

**Agenda Day One 8:30am – 5:00pm**

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| 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 mediator Intake 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**

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| 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 Systems  The 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**

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| 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**

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| 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**

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| 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 |