



TRAINING SCHEDULE



“Five-Day Training Program on ADR for Mediators”

(From 25-Jan-2023 to 29-Jan-2023)

Venue: Sindh Judicial Academy, Karachi

Day 1: (Wednesday, 25/Jan/2023)

09:00 AM to 05:00 PM

TIME	SUBJECT / TOPIC / ACTIVITY	RESOURCE PERSON/SPEAKER
09:00 AM To 09:45 AM	Preliminary Session <ul style="list-style-type: none"> Registration of participants Introduction to the Course: Trainers’ Introduction Trainees’ Introduction Objectives of the training and expected outcome (45 Mins) 	
09:45 AM To 10:55 AM	Technical Sessions Session 1: Introduction & Concept to ADR <ul style="list-style-type: none"> Stimulation Exercise (20 Mins) Introduction to Dispute Resolution Landscape (20 Mins) Approaches to Negotiation: Position to Interests (30 Mins) 	
10:55 AM To 11:15 AM	 TEA BREAK	
11:15 AM To 01:15 PM	Session 2: Mediation Phases <ul style="list-style-type: none"> Preparation Phase (20 Mins) The Opening Phase (20 Mins) Introduction to Exploration, Positions and Interests (20 Mins) Active Listening 1 - Verbal Skills to build rapport and explore (30 Mins) Effective Questioning Exercise (30 Mins) 	
01:15 PM To 02:15 PM	 LUNCH & PRAYERS BREAK	
02:15 PM To 04:00 PM	<ul style="list-style-type: none"> What & How to Explore (30 Mins) Faculty Demo – preparatory, Opening and Exploring phases (20 Mins) Debrief-Role Play (15 Mins) Review of Day-1, Explanation of next day Role Play along with briefs (20 Mins) Evaluation Forms (10 Mins) 	
04:00 PM To 05:15 PM	Session 3: Practice session for opening & exploring phase Role Play [Session 1 Opening to Exploration] <ul style="list-style-type: none"> Reading of the role play Explaining the role play by a faculty Explaining confidential briefs [Assign separate rooms] Ask everyone to proceed to the rooms they have been assigned Role Play Practice (75 Mins) 	



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Day 2, (Thursday, 26/Jan/2023)

09:00 AM to 05:00 PM

TIME	SUBJECT/TOPIC/ACTIVITY	RESOURCE PERSON/SPEAKER
09:00 AM To 09:15 AM	Reflection from day 1 & Overview of day 2 (Pop Quiz) (15 Mins)	
09:15 AM To 10:30 AM	Session 4: Essential Skills <ul style="list-style-type: none"> • Essential Skills for mediation (15 Mins) • Active Listening II - Non-Verbal Communication (30 Mins) • Early Bargaining- Information Exchange (30 Mins) 	
10:30 AM To 11:30 AM	<ul style="list-style-type: none"> • Faculty Demo – Exploration to Bargaining 	
11:30 AM To 11:45 AM	 TEA BREAK (15 MINS)	
11:45 AM To 01:00 PM	Section 5: Bargaining Phase <ul style="list-style-type: none"> • Introduction to Bargaining Phase • Level of Mediator Intervention Exercise (45 Mins) • Facilitating the making of offers • Zone of Potential Agreement • Exercise (30 Mins) 	
01:00 PM To 02:00 PM	 LUNCH & PRAYERS BREAK	
02:00 PM To 03:00 PM	Practice session – Role play Session 2 Exploration to Early Bargaining <ul style="list-style-type: none"> • Reading of confidential briefs (15mins) • Explaining confidential briefs – separate rooms (15mins) • Ask everyone to proceed to the rooms they have been assigned (5 mins) • Role Play Practice (25 mins) 	
03:00 PM To 04:00 PM	Debrief – Role Play 2 – (20 Mins) Working with Emotions (20 Mins) Evaluation forms (10 Mins) Explanation of next day role play with briefs (20 Mins)	
04:00 PM To 05:30 PM	Session 6: Managing deadlock, & Reality testing <ul style="list-style-type: none"> • Thoughts from day 1 & 2, Overview of Day 3 (20 Mins) • Laws on Mediation (30 Mins) • Managing Power Imbalances (40 Mins) 	



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Day 3, (Friday, 27/Jan/2023)

09:00 AM to 05:00 PM

TIME	SUBJECT / TOPIC / ACTIVITY	RESOURCE PERSON/SPEAKER
09:00 AM To 10:30 AM	<ul style="list-style-type: none"> When the Going Gets Tough: Managing Apparent Deadlock (50 Mins) Assessing alternatives to not settling Reality Testing (40 Mins) 	
10:30 AM To 11:00 AM	<p>Session 7: Code of conduct for Mediator and advocate’s role during mediation</p> <ul style="list-style-type: none"> Mediator Ethics – Exercise (30 Mins) 	
11:00 AM To 11:20 AM	 TEA BREAK	
11:20 AM To 01:10 PM	<p>Session 8: Concluding Phase</p> <ul style="list-style-type: none"> Let’s swap concluding and working with lawyers (40 Mins) Demo – Bargaining to concluding (40 Mins) Debrief (15 Mins) Evaluation Forms (15 Mins) 	
01:10 PM To 02:00 PM	 LUNCH & PRAYERS BREAK	
02:00 PM To 02:30 PM	Working with Lawyers (30 Mins)	
02:30 PM To 04:40 PM	<p>Session 9: Completion of process by writing agreement</p> <p>Role play</p> <p>Session 3 Exploration to Early Bargaining</p> <ul style="list-style-type: none"> Reading of confidential briefs (15mins) Explaining confidential briefs – separate rooms – All (15mins) Ask everyone to proceed to the rooms they have been assigned (30 mins) Role Play Practice (30 mins) Debrief of Pajero Matters Session 3 (20 Mins) Exercise – writing the mediation agreement– Concluding Phase 20 mins 	
04:40 PM To 04:50 PM	Evaluation forms (10 Mins)	
04:50 PM To 05:30 PM	Briefing on practical exercise (40 Mins)	



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Assessment

Day 4, (Saturday, 28/Jan/2023)

09:00 AM to 05:00 PM

TIME	SUBJECT / TOPIC / ACTIVITY	RESOURCE PERSON/SPEAKER
09:00 AM To 04:30 PM	Assessment Session 1 - Family Fund	
	Assessment Session 2 - Suraya Bank	
	Assessment Session 3 - Tahir and Co.	

Assessment

Day 5, (Monday, 29/Jan/2023)

09:00 AM to 05:00 PM

TIME	SUBJECT / TOPIC / ACTIVITY	RESOURCE PERSON/SPEAKER
09:00 AM To 04:30 PM	Assessment Session 1 - Family Fund	
	Assessment Session 2 - Suraya Bank	
	Assessment Session 3 - Tahir and Co.	
04:30 PM To 05:00 PM	<p><u>CONCLUDING SESSION:</u></p> <ul style="list-style-type: none"> Concluding remarks by HON’BLE MR. JUSTICE NADEEM AKHTAR, Judge High Court of Sindh, Director General, Sindh Judicial Academy Certificate Distribution & Souviner Group Photograph 	