



# TRAINING SCHEDULE

## “FIVE-DAY SALIS TRAINING PROGRAM”

(From 12 September 2023 to 16 September 2023)

Venue: Sindh Judicial Academy, Karachi

### Day 1 – Tuesday 12 September 2023

Time	Session	Faculty	Duration
08.30	Arrival and registration		30 mins
09.00	Introductions to the Course <ul style="list-style-type: none"> <li>- Trainers Introduction (5)</li> <li>- Welcome Participants, Objectives of the course: (i) purpose of mediation training program, (ii) desired outcomes of the project</li> </ul>	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	20 mins
09.20	<ul style="list-style-type: none"> <li>- Participant Introductions (20)</li> <li>- How the course works (5)</li> <li>- Ways of working together (5)</li> <li>- Preview of Day 1</li> </ul>	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	30 mins
09.50	Dividing diamonds - Exercise	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	30 mins
10.20	Approaches to Negotiation: Positions to Interests	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	15 mins
10.35	Introduction to Dispute Resolution Landscape	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	20 mins
10.55	Refreshment Break		15 mins
11.10	Introduction to phases of Mediation	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	15 mins
11.25	Preparation Phase	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	10 mins



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<b>11.35</b>	The Opening Phase	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	15 mins
<b>11.50</b>	Introduction to Exploration, Positions and Interests	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	15 mins
<b>12.05</b>	Active Listening 1- Verbal Skills to build rapport and explore	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	30 mins
<b>12.35</b>	Effective Questioning Exercise	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	40 mins
<b>13.20</b>	Lunch		45 mins
<b>14.50</b>	What & How to Explore	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	30 mins
<b>15.20</b>	Faculty Demo – Opening and Exploration	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	20 mins
<b>15.40</b>	Debrief	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	10 mins
<b>15.50</b>	Practice session – Role play – Pajero Matters Session 1 Opening to Exploration <ul style="list-style-type: none"> <li>• Reading of the role play (15 mins, with tea)</li> <li>• Explaining the role play by a faculty (10 mins)</li> <li>• Explaining confidential briefs– separate rooms - All (10 mins)</li> <li>• Ask everyone to proceed to the rooms they have been assigned (5 mins)</li> <li>• Role Play Practice (25 mins)</li> </ul>	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	65 mins



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<b>16.55</b>	Debrief-Role play	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	15 mins
<b>17.10</b>	Review of Day 1, Explanation of next day Role Play along with briefs	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	20 mins
<b>17.30</b>	Evaluation forms	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	10 mins
<b>17.40</b>	Close of day 1.		



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### Day 2 – Wednesday 13 September 2023

Time	Session	Faculty	Duration
08.30	Reflection from day 1, Topics board and Overview of day 2 (Pop Quiz )	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	30 mins
09.00	RPC- Essential Skills	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator	35 mins
09.35	Active Listening Non-verbal Communication	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ahsan Shahid</b> Facilitator	30 mins
10.05	Early Bargaining- Information Exchange	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	30 mins
10.35	Faculty Demo – Exploration to Bargaining	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	20 mins
10.55	Debrief	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	10 mins
11.05	Refreshment Break		15 mins
11.20	Introduction to Bargaining Phase (15 mins) Level of Mediator Intervention & Exercise (35 mins)	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	50 mins



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<b>12.10</b>	Facilitating the making of offers (15 mins) Zone of Potential Agreement & Exercise (35 mins)	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	50 mins
<b>13.00</b>	Lunch		45 mins
<b>13.45</b>	Practice session- Role play – Pajero Matters Session 2 Exploration to Early Bargaining <ul style="list-style-type: none"> <li>• Reading of confidential briefs (15 mins)</li> <li>• Explaining confidential briefs – separate rooms - All (15 mins)</li> <li>• Ask everyone to proceed to the rooms they have been assigned (5 mins)</li> <li>• Role Play Practice (30 mins)</li> </ul>	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	65 mins
<b>14.50</b>	Debrief – Pajero Matters Session 2	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	20 mins
<b>15.10</b>	Refreshment Break		15 mins
<b>15.25</b>	Working with Emotions	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	30 mins
<b>15.55</b>	Reading and Preparation of the Coaching Day	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	30 mins
<b>16.25</b>	Review of Day 2, Explanation of next day role play with briefs	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	20 mins
<b>16.45</b>	Evaluation forms	<b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. Ali Ahmed Keerio</b> Facilitator	10 mins
<b>16.55</b>	Close of day		



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### Day 3 – Thursday 14 September 2023

Time	Session	Faculty	Duration
08.30	Thoughts from days 1 & 2, Topics board and Overview of Day 3	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	40 mins
09.10	Managing Power Imbalances	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	50 mins
10.00	When the Going Gets Tough: Managing Apparent Deadlock	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	40 mins
10.40	Refreshment Break		15 mins
10.55	Assessing alternatives to not settling Reality Testing	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	40mins
11.35	Concluding Phase	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge  <b>Mr. Ali Ahmed Keerio</b> Facilitator	25 mins
12.00	Working with Lawyers	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	35 mins
12.35	Demo – Bargaining to concluding	<b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b>	20 mins



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		District & Sessions Judge	
<b>12.55</b>	De-brief	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	15 mins
<b>13.10</b>	Lunch & Prayers		90 mins
<b>14.40</b>	Practice session- Role play – Pajero Matters Session 3 Exploration to Early Bargaining <ul style="list-style-type: none"> <li>• Reading of confidential briefs (15 mins)</li> <li>• Explaining confidential briefs – separate rooms - All (15 mins)</li> <li>• Ask everyone to proceed to the rooms they have been assigned (5 mins)</li> </ul> Role Play Practice (30 mins)	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	65 mins
<b>15.45</b>	Debrief of Pajero Matters Session 3	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	20 mins
<b>16.05</b>	Refreshment break		15 mins
<b>16.20</b>	Exercise - writing the mediation agreement – Concluding Phase	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	25 mins
<b>16.45</b>	Review of Day 3	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	15 mins
<b>17.00</b>	Reading time for Day 4 Role Play – Terminal Lights Explanation by Faculty	<b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. Ali Ahmed Keerio</b> Facilitator	30 mins
<b>17.30</b>	Evaluation Forms	<b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. Ali Ahmed Keerio</b> Facilitator	10 mins
<b>17.40</b>	Close of day 3		



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### Day 4 – Friday 15 September 2023

Time	Session	Faculty	Duration
08.30	Opening and reflections of Day 1, 2 & 3 Introduction of the day	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator	30 mins
09.00	Overview of the Competencies (R1, R2, P1, P2, C1, C2)	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ahsan Shahid</b> Facilitator	30 mins
09.30	Introduction and plenary Phases of Mediation Reminder of the structure of the day	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator	20 mins
09.50	Mediation case – Hitech Mobile - Session 1 Role Play Explanation (10 mins) Parties Confidential Explanation – separately (10 mins) Setup & Seating – 5 mins Med A & Med B – 30 mins each – total 60 minutes Group Debrief – 10 mins Med debriefs with Coach – 10 mins each – total 20 mins	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	115 mins
11.45	Plenary Debrief – Hitech Mobile Session 1	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge  <b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	15 mins
12.00	Mediation case – Hitech Mobile – Session 2 Parties Confidential Explanation – separately - 10 mins Setup & Seating – 5 mins Mediator A – 30 mins Group Debrief – 5 mins Med A Debrief with coach – 10 mins	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	60 mins
13.00	Lunch		45 mins





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<b>13.45</b>	Mediation case – Hitech Mobile – Session 2 Mediator B – 30 mins Group Debrief – 5 mins Med B Debrief with coach – 10 mins	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	45 mins
<b>14.30</b>	Plenary Debrief – Hitech Mobile Session 2	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	15 mins
<b>14.45</b>	Mediation case – Hitech Mobile - Session 3 Parties Confidential Explanation – separately (10 mins) Setup & Seating – 5 mins Med A & Med B – 30 mins each – total 60 minutes Group Debrief – 10 mins Med debriefs with Coach – 10 mins each – total 20 mins	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	105 mins (Running tea)
<b>16.30</b>	Plenary Debrief – Hitech Mobile Session 3	<b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge	15 mins
<b>16.45</b>	Preparation for assessment Preview of assessment days. Distribution of Role Plays	<b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. Ali Ahmed Keerio</b> Facilitator	20 mins
<b>17.05</b>	Evaluation Forms	<b>Mr. Ahsan Shahid</b> Facilitator  <b>Mr. Ali Ahmed Keerio</b> Facilitator	10 mins
<b>17.15</b>	Close of Day		



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### Day 5 – Saturday 16 September 2023

Time	Session	Faculty	Duration
08.30	Introduction and plenary Phases of Mediation Reminder of the structure of the day	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA	30 mins
09.00	Mediation case – Khaleq Kabab House - Session 1 Role Play Explanation (10 mins) Parties Confidential Explanation – separately (10 mins) Setup & Seating – 5 mins Med A & Med B – 45 mins each – total 90 minutes Med debriefs – 15 mins each – total 30 mins	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	165 mins
11.45	Mediation case – Khaleq Kabab House - Session 2 Role Play Explanation (10 mins) Parties Confidential Explanation – separately - 10 mins Setup & Seating – 5 mins Mediator A& Med B – 45 mins each – total 90 minutes Med debriefs – 15 mins each – total 30 mins	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	145 mins
14.10	Lunch		40 mins
14.50	Mediation case – Khaleq Kabab House – Session 3 Role Play Explanation (10 mins) Parties Confidential Explanation – separately - 10 mins Setup & Seating – 5 mins Mediator A& Med B – 45 mins each – total 90 minutes Med debriefs – 15 mins each – total 30 mins	<b>Mr. M. Shahid Shafiq</b> District & Sessions Judge, Senior Faculty Member, SJA  <b>Mr. Javed Ahmed Keerio</b> District & Sessions Judge  <b>Mr. Ali Ahmed Keerio</b> Facilitator  <b>Mr. Ahsan Shahid</b> Facilitator	145 mins
17.15	Evaluation Forms	<b>Mr. Ali Ahmed Keerio</b> Facilitator	10 mins
17.25	Close of Day		