

- ✓ What is a mediation process and how it is structured?
- ✓ What are the considerations?
- ✓ Is there a right time for ‘intervening?’

Process Planning

The Process: Steps involved in Mediation



- First assessment
- First contact with parties
- Securing a mandate
- Agreeing details of the process

1 – 'Preparation'

- Ground rules
- Clarity on joint aim
- Story – telling
- Space for different, contradictory views
- Recognition

2 – 'Opening'

- Naming, framing issues
- Re-framing issues
- Exploring interests and needs of the parties

3 – 'Digging Deeper'

- Identify and contemplate multiple options
- Selection criteria and procedure
- Start designing solutions

4 – 'Problem-solving'

- Partial, comprehensive agreement
- Formal, informal
- Agreeing on the 'how'
- Or: 'no agreement'
- Closure to the process

5 – 'Coming to a Conclusion'

- ...?

6 – Implementation

Process Plan (Indicative Checklist)

- ✓ What is my – (and the others') ?
most desirable outcome of the mediation/dialogue -
BATNA
- ✓ Second best/Worst outcome?
 - How will it work in terms of
 - ✓ The direct stakeholders
 - ✓ Government and relevant statutory bodies,
 - ✓ Other actors
 - ✓ The relevant regional organisation(s) and its key member states
- ✓ What are the main strategies and processes in relation to objectives?
- ✓ What are the timeframes for implementing strategies and processes?
- ✓ How realistic is the plan? What are the risks involved.

Phase 9:

‘Together into the Abyss’

Phase 7:

‘Limited Destructive Blows,
Revenge’

Phase 5:

‘Loss of Face, denigrating
the other side’

Phase 3:

‘Actions, Not
Words’

Phase 1:

‘Hardening
Positions’



Phase 8:

‘Maximum damage to
other, at minimum cost to
oneself’

Phase 6:

‘Strategic threats and
ultimatums’

Phase 4:

‘Identity, Reputation,
Coalition-building’

Phase 2:

‘Debates and
Polemics’

Plantania

- Divide into groups of 4
- Read the conflict scenario
- Design a Process
- Present it for 5-6 minutes to the UNCHR Representative