

## CIAN's Specialized Mediation Clinics

The Canadian International Institute of Applied Negotiation (CIAN) offers specialized one day mediation clinics to practitioners who wish to sharpen and deepen their mediation and conflict resolution knowledge and skills. These clinics cover specific areas identified by the participants as important to their professional development and are especially attractive to:

1. Corporate program administrators seeking to enhance the general level of their practitioners, or to raise the level of newer practitioners to existing standards.
2. Practice groups that wish to realize efficient and focused education and training.
3. Individual practitioners, who wish to realize the benefits of sharp, focused interactive training without committing to extended absences from work.
4. Individuals with personalized learning plans that allow for creative and specialized professional development.
5. Individuals with specific curriculum requirements to obtain recognized professional ADR designations.

Since these clinics are responsive to client needs, the topics will vary widely from clinic to clinic but some specific topics which have been of interest to our clients have included:

- Importance of assessment prior to intervention
- Power
- Dealing with lawyers and other representatives, including the question of whether and when lawyers or representatives should be present
- Dealing with positional bargainers
- Use of adversarial tactics in a collaborative process
- Being an authentic mediator
- Ethical questions faced by the mediator
- Multi-party multi-issue mediation
- The use of silence in mediation
- Substantive vs. procedural knowledge: do mediators need both?
- Use of the single text document
- Use of electronic media in mediating agreements and facilitating consensus
- Involvement in implementation of decisions reached in mediation

These clinics can be held in Ottawa, Toronto and London, Ontario for a fixed daily cost per participant (minimum of 4 participants needed per session) and at other locations as arranged.

The cost of these one day clinics is \$600 per day per participant. Outside Ottawa, Toronto and London extra expenses may be negotiated.



The clinics are run by seasoned mediators including:

### **Dr. Ben Hoffman**

Ben Hoffman is a specialist in negotiation, mediation, and peacebuilding. He obtained a B.A. and M.A. (Psychology) from Wilfred Laurier University, an M.A. in International Relations from Tufts University, and a Ph.D. from York University, UK. He also specialized in International Peacemaking at the Harvard Law School Program on Negotiation. Ben's interest in mediation began in correctional services in Northern Ontario when he helped manage a hostage taking incident and his practice in conflict resolution and violence prevention grew over the last 30 years to include healing and restorative justice work in a variety of national and international settings. From 2000 to 2003, he was Director of the Conflict Resolution Program at The Carter Center, acting as President Jimmy Carter's representative, focusing on implementing the Nairobi Agreement between Sudan and Uganda, engaging the Lord's Resistance Army to release abducted child soldiers, and orchestrating extensive efforts to end the nineteen year old war in Sudan. As President and CEO of the Canadian International Institute of Applied Negotiation (CIAN) he directed a political violence prevention and reconciliation project in Guinea-Bissau, West Africa. Recently, he led a community healing process in the City of Cornwall under the auspices of the Public Inquiry into Child Sex Abuse. Currently he is mediating the Gladstone Reconciliation process and the Skeena Watershed Initiative in British Columbia, Canada and launching a new initiative focused on the sustainability of humanity, The Canada Expedition. Dr. Hoffman is called upon to provide mediation, peacebuilding strategy advice, and to lecture to a wide range of clients throughout the world.

### **Mr. Richard Moore**

Richard Moore is the Associate Executive Director of the Canadian International Institute of Applied Negotiation (CIAN) and one of its core instructors.

Richard's experience in dispute resolution is built upon a foundation of almost thirty years in the practice of law and two decades of mediation and conflict resolution work. His services include conflict coaching, mediation, facilitation, arbitration, conflict management system design and consulting.

Mediating since 1990, he has conducted over twenty five hundred mediations including mediations in complex and multi party conflicts. Areas where he has mediated include: employment and workplace issues, business disputes with small, medium and large enterprises, health care and hospital issues, human rights, First Nations, estates, professional responsibility, personal injury, insurance, construction, family and property disputes.

In conflict management system design work, he has consulted internationally in Guyana and the Philippines in projects introducing mediation into their Supreme Courts. He also trained judges, lawyers, other professionals and civil society leaders in mediation techniques and lead community outreach programs to introduce mediation to local communities.



Richard had been granted the designations Chartered Mediator (C. Med.), Certified Family Mediator (CFM) and Chartered Arbitrator (C. Arb.) from the ADR Institute of Canada and Registered Practitioner in Dispute Resolution (RPDR) from the Canadian International Institute of Applied Negotiation. He has also been granted the distinction of Certified Mediator (Cert. Med.) by the International Mediation Institute headquartered in The Hague.

### **Ms. Sylvia McMechan**

Sylvia McMechan is a Senior Associate at the Canadian International Institute of Applied Negotiation (CIAN). Sylvia began as a pioneer in the Canadian conflict resolution field in 1990, when she became the first program officer for the Fund for Dispute Resolution in Ontario. Two years later she assumed the role of director of Canada's Network for Conflict Resolution, which she continued until accepting a position as core professor in the peace and conflict studies at Royal Roads University in Victoria, BC. For the past decade, Sylvia has been in private practice as a mediator and facilitator of collaborative processes, with a focus on multi-party engagements that frequently involve natural resource disputes and include government agencies, aboriginal communities, and corporate interests.

Sylvia holds a bachelor degree in environment and resource studies, a master's degree in conflict resolution and is now studying in a doctoral program, focusing on public policy and social change. She also teaches graduate courses on mediation, consensus-building, and negotiation.

*For more info contact us at [ciian@ciian.org](mailto:ciian@ciian.org)*

