

STAGES OF MEDIATION

- 1. Contracting**
- 2. Defining the Problem**
- 3. Working through the Conflict**
- 4. Developing and Evaluating Options**
- 5. Concluding Agreement**

STAGES OF MEDIATION

Detail

I. Contracting

- Engage the Parties in the process – (making contact)**
- Explain the process**
- Clarify roles and responsibilities of participants (include motivation)**
- Negotiate ground rules**

II. Defining the Problem

- Clarify relevant information**
- Identify areas of agreement and disagreement**
 - Lawyers about legal outcomes**
 - Parties about their views of the problem**
- Organize issues to be resolved**

III. Working through the Conflict

- Identify positions**
- Understand what is important to all parties (underlying the dispute)**
- Help parties to understand each other**
- Clarify needs and interests**

IV. Developing and Evaluating Options

- Develop options**
- Evaluate options (in relation to goals, law and other reference points)**
- Test and choose**

V. Concluding agreement

- Draft agreement**
- Review by parties, lawyers, others**
- Execute and implement**