

Our team

FairWay Resolution is New Zealand's largest specialist conflict management and dispute resolution service.

Our skilled and experienced Preparation For Mediation practitioners are fully accredited as both mediators and counsellors.

Cost

A 90 minute session of Preparation For Mediation is available for \$258.75 including GST.

As part of the Family Justice system, many parents and guardians undertaking Family Dispute Resolution services are eligible for government funded Preparation For Mediation.

If you have any questions about the cost or whether funding is available, get in touch with our team.



Website: www.FairWayResolution.com



Email: info@fairwayresolution.com



Freephone: **0800 77 44 22**

Case study

Peter* and Mary* always seemed to end up in the same place; both frustrated, often angry and usually with one person walking away. Peter felt like he had tried everything to improve the situation. He felt stuck.

Peter attended FairWay's Preparation For Mediation prior to the mediation.

His initial focus was mainly on Mary and her behaviour, stating "she is always on the attack, always thinks she is right and she never listens."

Preparation For Mediation helped Peter understand the role of patterns in communication and identified an 'attack-defend' cyclical pattern between Peter and Mary. Through Preparation For Mediation, Peter began to realise that by shifting his behaviour, the pattern itself changes. This was not about finding blame or fault, but helping Peter understand that if he kept acting and reacting to Mary in the ways that he had always done, then he would keep getting the same results.

Together, they identified several approaches that he could try in his communication with Mary. The Preparation For Mediation provider worked with Peter to improve his capacity to carry out these approaches, providing him with new tools to help manage his thoughts and emotions during mediation.

By the end of the session, he had shifted his focus off Mary and on to his own behaviour and what he could do differently.

Peter now felt empowered to create a positive change. He had a plan and practical tools to approach the mediation.

**Names have been changed to protect peoples' identities.*



Preparation For Mediation (PFM)

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Preparation For Mediation improves the likelihood of resolving issues in mediation.

Preparation For Mediation is a specialised service for individuals who find mediation to be a stressful or challenging experience. Sometimes previous patterns of communication and thinking can get in the way of finding a solution.

Preparation For Mediation provides people with skills and tools to enable them to optimise their performance in the mediation and chances of a successful outcome.

It is a safe and confidential service which is independent of the mediator and other parties involved in your dispute.

The greatest benefit is achieved when both parties participate in Preparation For Mediation, however one person participating and then choosing to approach their mediation differently can still make a significant difference to the outcome.

The service is available nationwide and can be accessed either face to face, through video conferencing or by telephone.

"The notes I recorded from the PFM sessions helped me to keep composed throughout the mediation and when I felt like I was going into "automatic" mode, I'd look down read my notes and instantly switched back into manual mode which paid off big time."

What's involved?

Our specially trained practitioners tailor Preparation For Mediation sessions to the needs of each participant.

Sessions often involve helping people to:



Understand the power of doing something different



Identify possible differences



Learn new skills and tools



Strengthen capacity in these areas



Define success and create a plan for the mediation.

Most parties only require 1.5 hours of Preparation For Mediation to make a significant difference.

"I was able to present my best self at the mediation and felt empowered to do so. The guidance before going into mediation with a plan helped immeasurably and gave me a confidence I didn't have prior."

Benefits

FairWay's Preparation For Mediation service has a proven track record of increasing the likelihood of parties reaching agreement in mediation.

People in conflict

Preparation For Mediation enables you to get the most out of mediation by:

- » Empowering you with new skills and tools for better communication and negotiation
- » Coaching you to better regulate your thoughts, emotions and therefore behaviour
- » Preparing you with practical strategies
- » Helping you feel safe
- » Increasing your chances of reaching agreement.

Preparation For Mediation participants have also reported an increased capacity to minimise and better manage conflict following mediation.

Mediators and legal professionals

Preparation For Mediation enables more efficient and effective mediation.

Mediators will find that parties are better prepared and able to participate in mediation by having:

- » An increased capacity to constructively engage in discussion
- » An awareness of their behaviour and how it helps or hinders in the mediation
- » An open mind about the mediation process and the journey involved
- » An increased ability to focus on solutions and the future.