

THE MEDIATION PROCESS:

We often get stuck in a conflict and need some structure and support to uncover deeper understanding and reach a resolution. Mediation is a process where a neutral Mediator helps facilitate a conversation with two or more people in conflict. An effective mediator lends objectivity and structure to the dispute, providing steps toward an agreement. The Mediator is NOT a final decision-maker or a judge. Mediators are meant to work with parties to shift perspectives, get clear on what is most important and negotiate next steps and new agreements that balance all interests.

GETTING STARTED:

I begin every mediation by meeting each party separately so they can get to know me, feel comfortable with the process and get a chance to explain what is most important to them about the conflict. After those initial sessions we all meet jointly.

WHAT TO EXPECT FROM MEDIATION:

- **Quality:** Mediator *works in service* of all the parties.
- **Safety:** Parties must feel emotionally, psychologically and physically safe in the process in order to shift perspectives and solve conflicts.
- **Voluntary Nature:** Willing participation by individuals. Parties may leave at any time.
- **Self Determination:** Parties *freely make decisions* about what they wish to share and agreements they are willing to make.
- **Neutrality:** Mediator is Omni-Partial with deep understanding for all Parties.
- **Confidentiality:** Mediator practices full confidentiality. Participants don't have to maintain confidentiality unless they agree to it.
- **Informed Decision Making:** Mediator ensures that everyone clearly understands their options.
- **Empowerment & Recognition:** Mediator allows space for participants to make their own decisions and feel understood.

SESSIONS:

- Sessions run 60-90 Minutes in-person or via Zoom.
- Fee: \$300 hourly