

Psyco X - of Conflict And Conflict Intervention

(1) Access to Key Players

Both up front And Behind the curtain

(2) A Detailed, Full knowledge of all the Events leading to the current impasse or position Hold.

(3) A vision of a way forward or side ways or whatever.

4 TOTAL interests Both internally and on your ^{own} position

5 Avoid "WAR DIARIES" ie get Huddle

6 Never ever compromise your PRINCIPALS

7 STRUGGLE And control your "Ego" The Need for Recognition. glory.

8 Learn to live with Humility

9 Never accept Payment. Air tickets ect

- 10 Accept Defeat (if you must)
Re charge your Batteries and comp
Again - self Deletion is common.
- 11 Don't Be overawed with Big Names
using arrogance as a Defect
- 12 Most out of "System" leaders
Have earned "THEIR POSITION"
"Respect it"
- 13 "Pairing" for Survival may be
NECESSARY But SHARING ALL your
SECRETS CAN BE VERY FOOLISH
~~and~~ A STABLE support system is necessary
- 14 The Most Defended position MAY
Be THE compromise - position
- 15 Prepare to be lonely, Abandoned,
Avoided
- 16 Following Fitness is Essential
~~you~~ Teach yourself to switch off
- 17 Without Access to 'Authority' your
TASK is 'DOUBLE Difficult'

(1)

THE parties NOT THE Mediator

DECIDES THE Solution

Least Interventionist

2

AVOIDANCE

Negotiation

Mediation

ARBITRATION

LITIGATION

Aggression

Most Interventionist

Benefits of Mediation

Preserves -

TAILORED Solution

Both Parties HAVE Investment
in Solution

Fast Solution

Does Not Block off other Solution
Low Cost

Quick Process

Mediation Processes

STAGES

Initial contact with First Party

2
Hearing the issues
Building Agreements

Where Mediation Service is used
Visit and lost - Both parties

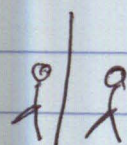
Community School
Victim commercial
Elder's

Children's Mediators in school.

(1) Affirmation
Communication
Cooperation
Problem Solving
Conflict Resolution.

people
Separate THE Problem FROM THE People

The Back Wall



New View



(1)
Mediation is not conflict is sustainable

The Relationship Between disputants
is important.

Both Parties are willing to work

The situation is not covered
by law

The Power Difference does not
impede the process

Mediation is Not Sustainable

There is Violence

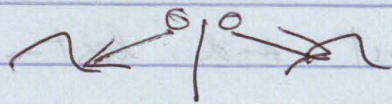
A Public Ruling is Needed

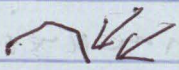
one of Both Parties are unwilling

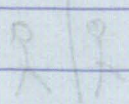
Mediation is A PRIVATE PROCESS

People Narrow Down the options
EXTRA options.

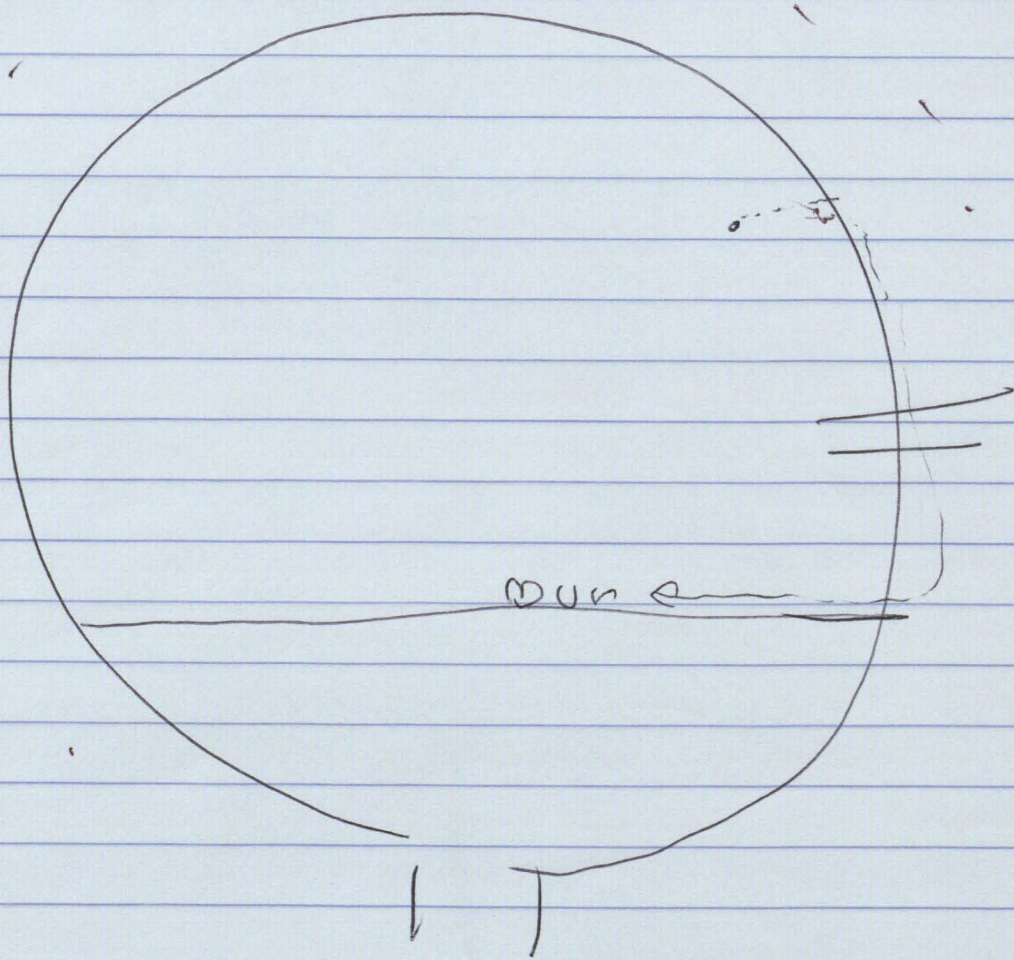
The Two Mules



Finally  2 Mules - Win Win
solution



POL35/587(5)



Resolving Conflict

POL35/587(6)

In Forest Based

Rights Based

Power Based

A-dred
Ackland.

Negotiation Fails — Threats Violence

95% Law suits settle out of court.

He didn't use the word Neutral.

Paid to Be impartial -

Communication is the Essence.

The Way Most People Negotiate

Fixed Positions

Asking Questions

M

overlap Between the Survivors

expanding common ground and working outward

People do not want a Agreement.
MAY HAVE TO GO THROUGH THEM FIRST

~~II~~

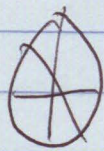
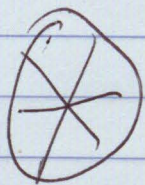
Andrew

Pol 35/587(7)

The Role of the Uncertainty - Frightened,
People to work at
the uncertainty.
conflict / Hostile

Some times you can't.

Shared Contingency Plan.



parties are not moving

A Number of Dimensions to them.

What People Actually Want.

The Way People Behave

- Values - Identity

Use one to attack another one.



Talking about same thing at the same
Time, you have to structure the
material

80 people in a room