



NVC & Mediation I

The founder of the methodology we call Nonviolent Communication (NVC) in the Netherlands is the American clinical psychologist Dr. Marshall Rosenberg (Non-Violent Communication, see www.cnvc.org). This philosophy has spread worldwide over the past 40 years and is successfully applied in conflict situations. Clients experience NVC as reducing stress and anxiety and promoting understanding.

NVC and MEDIATION I

This hands-on 5-day training is offered to mediators who want to develop, broaden and deepen their empathic skills in order to support the creation of sustainable solutions in any conflict. In this intensive 5-day training, you will explore the meaning of language, states of consciousness and learn to use the mediation process as developed by Marshall Rosenberg. Besides registered mediators anyone who works in a professional capacity in which they regularly deal with conflict will benefit greatly by participating in this training and is welcome to register.

CONTENT/TOPICS

In this training you will become aware of the impact that language has on relationships and you will develop skills that will help you to increase your ability to have a positive influence on the course of conflicts. Authenticity, integrity and responsibility are important elements in this process. As a mediator you are a role model for those engaged in a conflict. The way in which you communicate directly affects how stake holders conduct themselves and may determine the outcome of the mediation process.

Crucial elements in this process:

- Accurate observation
- Identifying emotional states
- Values and needs underpinning the issue
- Formulating a request to prompt action

The significance of communication is the first thing that is lost in a conflict. The Nonviolent Mediation process restores meaning to the communication between participants in a conflict and often requires an active role of the mediator as interpreter.

This creates mutual understanding and accelerates the mediation process. NVC Mediation helps the mediator identify the core of the conflict and provides the parties with insight into their situation.

Recognition and acknowledgement of the underlying needs and the original intention contribute to restoring the relationship and mutual trust. Obstructive positions are released, and a willingness to seek a mutually satisfactory solution emerges. This facilitates a lasting result. Your own role as a mediator will also be addressed. How do you take care of yourself during and after this process, and how do you ultimately make the mediation a success for everyone?

LEARNING OBJECTIVES

1. Knowledge of the Nonviolent Mediation process.
 - The model of four steps (observation, feeling, needs, request) and empathic consciousness.
 - Overcoming complications in a mediation (confusion caused by the failure to recognize the difference between observation and interpretation, feelings and thoughts, needs and strategy, request and demand).
 - Mediation Skills (being able to identify facts, correctly identifying feelings and needs, interpreting judgments, motivating participants, promoting understanding and self-responsibility, dealing with emotions, active listening).
2. The use of the Nonviolent Mediation process and applying the skills in a mediation.

METHODOLOGY

This is a hands-on training. Although we will also discuss the theory the main focus is work experience oriented. You will be invited to apply Nonviolent Mediation on your own case histories and you will deepen your understanding by working with others in your group.

ACCREDITATION

This training has been accredited by the Mediators federatie Nederland (MfN) and The Institute for Mediation and Family Law Training (IMFO/ vFAS).

Accredited MfN and vFAS lawyers and mediators in this training qualify for 30 PE points cat. 1A by the MfN/IMFO/vFAS.

TIME

The training starts at 10 am and ends at 5 pm.

NONVIOLENCE AND MEDIATION II

Participants who have successfully completed Nonviolence and Mediation I are welcome to participate in the six-day training Nonviolence and Mediation II (MfN/IMFO/vFAS 36 PE points cat 1A).

TRAINER

The training is provided by Mr. Govert van Ginkel. Over the past 45 years, he has held various legal positions, advising and mediating in employment disputes, coaching and training directors and managers, providing leadership, serving on a hearing committee, and chairing an industrial tribunal. He has been self-employed since 2001. Between 2005 and 2007, he trained in Nonviolent Communication with Dr. Marshall Rosenberg in the USA. He provides training and coaching, offers mediation services, and is an accredited intervvisor for the vFAS and NOvA, The Dutch Bar Association.

YOUR INVESTMENT

€ 1975,- (Sales Tax Exempt) (5 days including coffee, tea, lunch, manual and 1 hour of peer supervision).

IN-COMPANY

Request a quote mail@govertvanginkel.nl

This training is available for (interview) groups upon request. A discount is available if the group provides its own training location at the law firm and provides its own catering.

There is a waiting list for individual participation in a group training. Please contact me when you would like to be added to this list: mail@govertvanginkel.nl

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