

## **Mediation – the Model REALLY Matters!**

There are many models of Mediation, all are confidential. These are among the most commonly used today.

**The Settlement Model** is the most rudimentary model and is often done in shuttle - where parties are in different rooms and the mediator moves between each room delivering messages between parties. Often done by a solo mediator, parties cannot hear each other and often don't believe that the mediator is delivering an authentic message. There is little chance of parties improving their communication or relationship with the Settlement Model.

The **Facilitative Model** is most commonly used. A mediator helps parties to express their opinions, thoughts and feelings, ensuring that each one is encouraged to speak openly, frankly and respectfully, and that the dialogue is balanced between parties. The Facilitative Model often does not work for high conflict disputes.

A **Transformative Model** (Bush & Folger) encourages acknowledgement and even apologies between parties. When these are made, the mediator will use appropriate acknowledgement of these and checks that the other party has heard and encourages their response. The Transformative Model helps parties shift from blaming, to build greater empathy and to work together throughout the session.

The **iMDM Model**, developed by interMEDIATE Dispute Management, combines the best of the Facilitative and Transformative models and uniquely includes an Educative component. The education has been added to help parties recognise their emotional states, brain science, conflict styles and others (when appropriate), and helps them to self-reflect, improve their communication and better understand the other party. The iMDM Model helps parties to truly understand the motivations of the other party and why they respond the way they have in the past, and to improve communication and relationship during the mediation and into the future

Always done in a co-model utilising the strengths and experience of 2 highly skilled mediators (usually a male and a female) working as a team, the iMDM Model ensures parties feel there is a fair process, without gender bias. The model also allows for the agreements to be crafted during the session and printed at the end, ready for signing.