



MV Mediation Center

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GROUP CONFLICT RESOLUTION FACILITATION PROTOCOLS

**Wednesday July 15 - learn protocols and 2nd date TBD with group - practice protocols
10-2:30 hybrid in person Vineyard Haven or on Zoom**

Learn four different protocols to help groups to make progress and untangle complicated conflict challenges. Train in how, when, why to use these protocols and which contextual adaptations to facilitate. Practice protocols with other course participants. Each of these processes are designed to be implemented by a trusted facilitator and to provide a structure for four to ten participants.

Protocols:

Clear the Air, for groups who have challenging events to move past. This process is helpful for families, workplaces and organizations with lingering unresolved conflicts or crises. The discussion is led so that all participants have a voice and are given the time and space to listen and interact as they process each other's perspectives.

Walk Through History, for groups who have a long history that would benefit from review with multiple perspectives. As participants mine their memories and listen to each other's versions the process invites them to accept multiple viewpoints. A timeline is used, either conceptually or through charting, to reference the varied milestones and shared experiences.

I Want to Say Something, for guiding groups through surfacing strengths and needs of the group and planning to move forward. Participants collaborate to identify areas of strength among members of the group. They then consider each other's needs and suggest ways that each other's needs could be helped or met within the group.

Defining Terms, for helping groups to create fully developed common vocabulary. Words such as *respect*, *professional*, *fair*, *communication* are common terms referenced by those in conflict. This protocol helps groups to develop a shared understanding of terms that are used and can be helpful for workplaces, families and organizations where misunderstandings and cultural clashes have caused unresolved conflict.

To register for this mini course, go to this [registration link](#). Cost is \$100 for both days.