



In this edition of Collaborate	Page
Mediate 2018 Details of the programme and how to book for the conference.	1-2
Interdependence Day John Sturrock calls for a day to recognise our need to work with each other, as individuals and peoples.	3
Scottish Mediation news Information about events, training, CPD and membership of Scottish Mediation.	4,5
Board Profile Sam Tedcastle gives and insight into her work for the Board of Scottish Mediation	7
Workplace Employment Initiative group Details of next meeting.	8
Adverts from: University of Strathclyde, A Place for Hope, and Rowan Consulting.	

Mediate 2018

On Monday 5th November Scottish Mediation are hosting Mediate 2018 at the Norton Park Conference Centre in Edinburgh.

This year's conference theme is 'Widening the Scope'. The conference will look at the current scope of mediation. Where is it being used and how is it making an impact? It will look at mediation in action and the different skills being applied in different circumstances. It will also look to the future and, using the projects being discussed as a starting point, ask the question of how the scope of mediation could be widened.

We have two excellent plenary sessions.

Jo Berry and Patrick McGhee are in conversation about Building Bridges for Peace. Building Bridges for Peace advances conflict transformation by facilitating those involved in hostilities to break the cycle of violence and revenge by appreciating the humanity of their opponents and the power of empathy. Founder Jo Berry and Patrick Magee – who was convicted for the Brighton bombing that killed Jo's father – facilitate workshops around the world which enable dialogue between opposing groups and give talks on conflict resolution and alternatives to violence.

The Midland Traveller Conflict Mediation Initiative (MTCMI) are presenting a session which will tell us about an exciting and innovative MTCMI project in Ireland which has trained Travellers themselves to mediate Traveller conflicts. They will also tell us about their pilot peer mediation project which was delivered in an Irish prison where inmates were predominantly from a Traveller background. This offers an interesting new perspective on the use of a peer mediation model which has more often been used in schools.



Graham Boyack

Our workshop programme includes;

Sarah Welsh from Scottish Mediation will discuss the Young Talk Peer Mediation Project and consider how things are working and how it could potentially develop in the future.

Alison Ebbitt will discuss mental health awareness and skills for mediation.

Sam Tedcastle will examine using civic mediation processes to work across extreme views.

Carolyn Hirst will deliver a workshop on housing mediation based on her work on the Strathclyde Housing Mediation Project.

Denise Triessman will deliver a workshop looking at self-care for mediators. (AM and PM)

We are running a workshop on disability mediation with a further workshop to be offered with details confirmed very soon.

Early bird tickets are available now from only £60-£110 and will be available until the end of September.

For further details and to book, please click [here](#).



EDINBURGH | 5 NOVEMBER

Place for Hope Training Programmes

Our churches and faith communities face change, encounter difference and can struggle to manage conflict. We know conflict can be both creative and destructive. Place for Hope offers one-day workshops to support church and faith community leaders in responding to conflict.

Courses in our 2018/19 season include:

Growing through Change and Conflict Foundation

12/09/18 The Steeple, Dundee
27/09/18 ISC, Glasgow
8/12/18 Edinburgh, venue tbc
27/04/19 Oban, venue tbc

Scripture, Spirituality and Conflict

22/11/18 ISC, Glasgow
05/12/18 The Steeple, Dundee
21/09/19 Oban, venue tbc

Growing through Change and Conflict Further Skills

03/10/18 The Steeple, Dundee
11/10/18 Glasgow, venue tbc
19/01/19 Augustine United Church, Edinburgh
18/05/19 Oban, venue tbc

Bullying and Harassment

2/11/18 The Steeple, Dundee
10/11/18 Inverness, venue tbc
15/06/19 Oban, venue tbc

Cost: £45/£35 concession

Cumbria training dates: please check our website

For more information and bookings

w: www.placeforhope.org.uk

e: info@placeforhope.org.uk

t: 07884 580 359

Charity No: SC045224



Interdependence Day

John Sturrock

Quite a few of us feel a sense of hopelessness and/or helplessness these days. What might we do in our communities and countries to reassert our sense of identity as part of the whole and how we might express our need for, and dependence on, each other, as an antidote to isolation, silos and alienation?

Former UN Secretary General Kofi Annan died recently. He placed considerable emphasis on the concept of global interdependence. This resonates with many of us. So, I offer the idea of an Interdependence Day and a Universal Declaration of Interdependence.

In the UK, for example, we might aim for an Interdependence Day in mid-March next year, just before we exit from the EU (if we do). This is not to assert that we should remain in the EU (whatever we may think individually) but to acknowledge that, in John Donne's words, "no man is an island". We hear less frequently the fuller context: "No man is an island entire of itself; every man is a piece of the continent, a part of the main...".

This is not to say that we cannot be individuals and organise ourselves in ways which differentiate one from another. It's important to recognise diversity and difference – in aspirations, beliefs, purpose, values and our understanding of the way to live. Each of us is unique with our own special characteristics and traits, and we can never be one monolithic whole. However, unless we can hermetically seal ourselves off from the "others", we are not and cannot be truly independent of each other, whether as individuals or as groups. That has implications for policy, politics, and our collective and individual futures.

We really are interdependent. We need to work with each other, as individuals and peoples. Anything else is futile and self-defeating. Only by collaborating to improve our individual and collective lot will we manage to navigate through the stormy waters of this century.

Harvard Professor Martin Nowak writes in "Super Cooperators" that we need each other in order to succeed: "If we are to continue to thrive, we have but one option. We now have to refine and to extend our

ability to cooperate. We must become familiar with the science of cooperation". We mediators and negotiators know this so well.

Nowak makes the point that, although we have much more in common than ever sets us apart, our species has tended to operate in tension, whether as individuals or as groups, with a selfish instinct leading at least in part to global problems such as climate change, environmental pollution, resource depletion, poverty, hunger and overpopulation. We can now add to that Harari's list of terrors. And view all of it in the context



of what happens when we radically overstate, or misstate, the consequences.

The only way to deal with this is to articulate what unites us, work together to overcome our differences and indeed make sacrifices for each other in order to maximise our prospects of thriving – or even just surviving. So, we need to articulate what a Universal Declaration of Interdependence will look like. Our Edinburgh Declaration of International Mediators (see <http://mediationblog.kluwerarbitration.com/2018/05/28/edinburgh-declaration-international-mediators-may-2018/>) may contain a few seeds. Who will take up the challenge?

Scottish Mediation news

Autumn CPD

We're delighted to present a series of CPD on Key Skills for Mediators. Dates are Edinburgh 23 October and Glasgow 26th October with Aberdeen tbc. booking will open soon.

Peer Mediation Training

A two day train the trainer course designed to equip participants with the knowledge to train other in Peer Mediation skills. For further details click [here](#).

Workplace Conversion Course

This practical two day course (13 hours of CPD) introduces mediators experienced in other fields to the problem of workplace disagreement and conflict. Participants will learn about the causes of conflicts to watch for, how to adapt their mediation

styles, the use of written communication and other techniques over two enjoyable, interactive days with opportunities to practice their newfound skills.

The course will run on 3rd/4th December 2018 and be presented by Carol Hope and Jeremy Scuse. To book click [here](#).

Welcome to Scottish Mediation

Scottish Mediation are delighted to welcome Sophie Revesz and Fiona Cameron as new individual members.

Whether you are an organisation, a practitioner of mediation or someone interested in finding out more we have a range of memberships available which can be viewed [here](#).

Scottish Mental Health First Aid 2-day course

Are you interested in improving your awareness around mental health?

Are you a mediator looking to develop a further skill?

As mediators, we often meet with people whose wellbeing is compromised due to ongoing conflict either at work or in their personal life. Delivered over two days, this course aims to give delegates the opportunity to develop skills as a mental health first aider, including;

- Providing comfort and support in a crisis until help arrives.
- Understanding the 5 step listening skills and support strategy.
- Appreciation of the boundaries of the role and the importance of self-care safety.

Day 1 – Introduction to SMHFA, Attitudes to Mental Health Issues, Suicide, Listening Skills, Depression and Recovery

Day 2 – Anxiety, Self-Harm, Alcohol and Drugs, Psychosis and Recovery

Scottish Mental Health First Aid was introduced and developed by an NHS training team and updated by the NHS to reflect best practice.

The course is being delivered by Elaine Masson, a member of the Scottish Mediation Network, NHS recognised Scottish Mental Health First Aid trainer and Fellow of the CIPD.

Cost: £135.00 + VAT

Dates: Thursday 27 September 2018 9.30 am – 4 pm and Friday 28 September 2018 9.30 am – 4 pm

Venue: Law at Work, Kintyre House, 205 West George Street, Glasgow, G2 2L

For further details and booking information, contact Elaine on elaine.masson@lawatwork.co.uk

Scottish Mediation News

Scottish Mediation Annual General Meeting

This year's Annual General Meeting is being held on Wednesday 24th October 2018, kindly hosted at the Anderson Strathern Offices, 1 Rutland Ct, Edinburgh EH3 8EY.

This year's governance business will include proposed amendments to the articles of association of Scottish Mediation, a proposed nominee for the Chair of Scottish Mediation, nominations for the Board, the Annual Report and Accounts and an opportunity to influence the governance of Scottish Mediation.

In addition to the governance elements of the meeting Scottish Mediation are delighted to present John Sturrock QC as

our guest speaker. A leading light of mediation in Scotland for many years John's presentation is entitled

"Mediation: A New Enlightenment or Damp Squib?"



The session is open to Collaborate readers and guests.

Refreshments will be provided.

The session will commence at 5pm and it is asked that

those intending to come along let us know in advance. In order to do this please click [here](#).

Resolve conflicts at an early stage

Mediation Skills

Perth 24th and 25th September 2018 £470 + VAT

This experiential course is endorsed by the Institute of Leadership and Management (ILM) and taught by Rachel Weiss, an experienced workplace mediator on the Scottish Mediation Register.

"Great mediation skills training. Will take lots away to use within the workplace. Thanks, Rachel and Rowan Consultancy"
Noele McClelland, Partner, Thomtons LLP

www.rowan-consultancy.co.uk
rowan@rowan-consultancy.co.uk
01738 562 005





LLM/MSc Mediation and Conflict Resolution

The ability to deal with conflict is a key skill in the modern workplace. The UK's leading postgraduate programme in Mediation and Conflict Resolution at Strathclyde law school provides a thorough, practical and exciting introduction to this developing area. Our alumni are working as freelance mediators and in law firms, public sector bodies, NGOs and mediation organisations.

Distinctive features include:

- A focus on interpersonal mediation skills **and** a thorough introduction to the academic dimension of the discipline
- **The Mediation Clinic**, providing opportunities to work with experienced mediators on real cases.
 - ***NEWS*** In 2017 the Mediation Clinic trebled the number of cases mediated, thanks to the new Sheriff Court Simple Procedure. This has created more opportunities for students to gain experience of real-world mediation.
- Accreditation by Scottish Mediation (as fulfilling the training requirement for the Scottish Mediation Register)
- Rigorous and multi-disciplinary, taught by UK and International experts
- A truly International mix. Last year's cohort included students from New Zealand, India, Ecuador, Seychelles, Canada, USA, Belgium, Ghana, Nigeria and the UK
- Suitable for managers, lawyers, mediators, HR, health professionals and anyone working with people

Participants will enhance their confidence in dealing with interpersonal and organisational conflict while developing their communication and problem-solving skills. As well as core classes on mediation theory and practice, students may choose electives in negotiation, employment mediation, mediation law and policy, arbitration as well as classes from Human Rights, Construction Law and International Economic Law.

Legal training is not a pre-requisite; the MSc/LLM option caters for students from a wide range of disciplines.

Start Date: September each year
Mode of Study: Full-Time or Part-Time taught by a combination of evening lectures and intensive weekend sessions to maximise flexibility.



Application and further information can be obtained from:
<http://www.strath.ac.uk/humanities/courses/law/courses/mediation/>

Contact

e: hass-pgt-enquiries@strath.ac.uk
 t: 0141 444 8600

NEW FOR 2018-19

From September 2018 parts of the course will be delivered online, making participation easier for those not living or working in the West of Scotland. Please contact [Charlie Irvine](#), Course Leader, for more details.

Board Profile - Sam Tedcastle

What is your day job?

Senior Mediation Practitioner and Director at the Centre for Good Relations, working part time with WWF engaging marine stakeholder in marine policy issues. In this role I have piloted civic mediation to build better working relationships with key sector stakeholders in the fishing industry.

What motivates you to get up on a Monday morning?

Mondays are not my favorite day it has to be said! A nice cup of coffee (usually made by my husband, who makes a great coffee despite hating the stuff) and the views on the way to work always help to get me going.

How long have you been a Trustee, and why did you become involved?

I became a Trustee on the board in September 2016 as I felt there was a need for a better understanding of the spectrum of applications and styles of mediation in Scotland. I feel that civic mediation has the potential to play a key role in engaging people in deliberations about the future challenges that lie ahead for Scotland and can support the development of a resilient future.

Did you have any prior knowledge of or involvement with the Scottish Mediation before?

Prior to joining the Board I delivered a master class on civic mediation for Scottish Mediation and attended various SM meetings.

What have been the highlights of your involvement with Scottish Mediation?

What strikes me about the Network is the level of engagement of from all the different mediation specialisms. It is an ideal forum for us to develop a comprehensive strategy for how mediation can support the way we manage and transform conflict in Scotland now and in the future.

The recent workshop that was hosted by SMN and PAS – A more collaborative planning system – what can a mediation approach offer? was a great example of how the network can work in partnership with other organisations to open up thinkspaces and consider how mediation can become more embedded into the fabric of Scotland.

What do you see as the main issues that Board has to address at present?

Working with the members to embed mediation practice at all levels of our society. I am keen to see partnerships within the network being strengthened and members being actively involved in developing a shared mission for SM and the development of mediation.

If you could change only one thing for mediators, what would it be?

For there to be a wider awareness of the craft of mediation and how it can support our society to be more cohesive and resilient. Recognising that the mediators we have in Scotland are a valuable asset to build upon, that they are well resourced to deliver their craft and that their skills are used to the best effect.

What keeps you busy outside of work?

I am a working Mum, with a keen interest in the outdoors and the environment. Recently I have spent many hours of my time watching the humpback whale that is visiting the Forth. I love travelling with my family and learning about different places and their cultures.



Workplace Employment Initiative Group

September 2018

Dear Scottish Mediation colleague

Our next meeting will be on Thursday 4th October 2018 at the Scottish Mediation offices 18 York Place, Edinburgh, EH15 1AY.

Our main meeting will start earlier than usual at 1pm (business meeting at 1pm, speaker c 1.45pm) with a CPD extra session starting at 3pm.

Alun Thomas

The Influence of Lawyers on Mediation - the Good, the Bad and the Ugly

Alun will examine what the law actually says re contract law etc . Drawing from experience as head of Employment at Anderson Strathern, Alun will reflect on what influences lawyers attitudes towards mediation and the impact this has both during and prior to the process.

The optional extra CPD session at 3pm: will be a sharing session focusing on how to counter mediation parties' convictions that they cannot lose especially when they have had Solicitor advice appearing to say so.

All meetings are open to Scottish Mediation members and provide an opportunity for mediators involved and/or interested in workplace mediation to come together to network and share experiences.

Please email admin@scottishmediation.org.uk if you are able to attend.

Looking forward to meeting up,

Slainte

Linn

Linn Phipps, Chair, SMN WEIG, 07917 564440