

Newsletter 11 of MEDIATS project July - November 2021

In this issue you will find news and updates of all partners:

- Internships for students in Spain and the Netherlands
- National dissemination seminar in Georgia
- Adoption of Law on Mediation in Ukraine
- Feedbacks of students on internships
- Launch of the third group of students at KROK University
- New mediation project with GIZ at V.N.Karazin National University
- Election of the Student in Mediation of Khazar University as the chair of qualification commission of Mediation Council in Azerbaijan
- Opening of Mediation centre at Ganja State University



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News from KROK

[Internship at UCAM Within Framework of Erasmus+ Project MEDIATS](#)



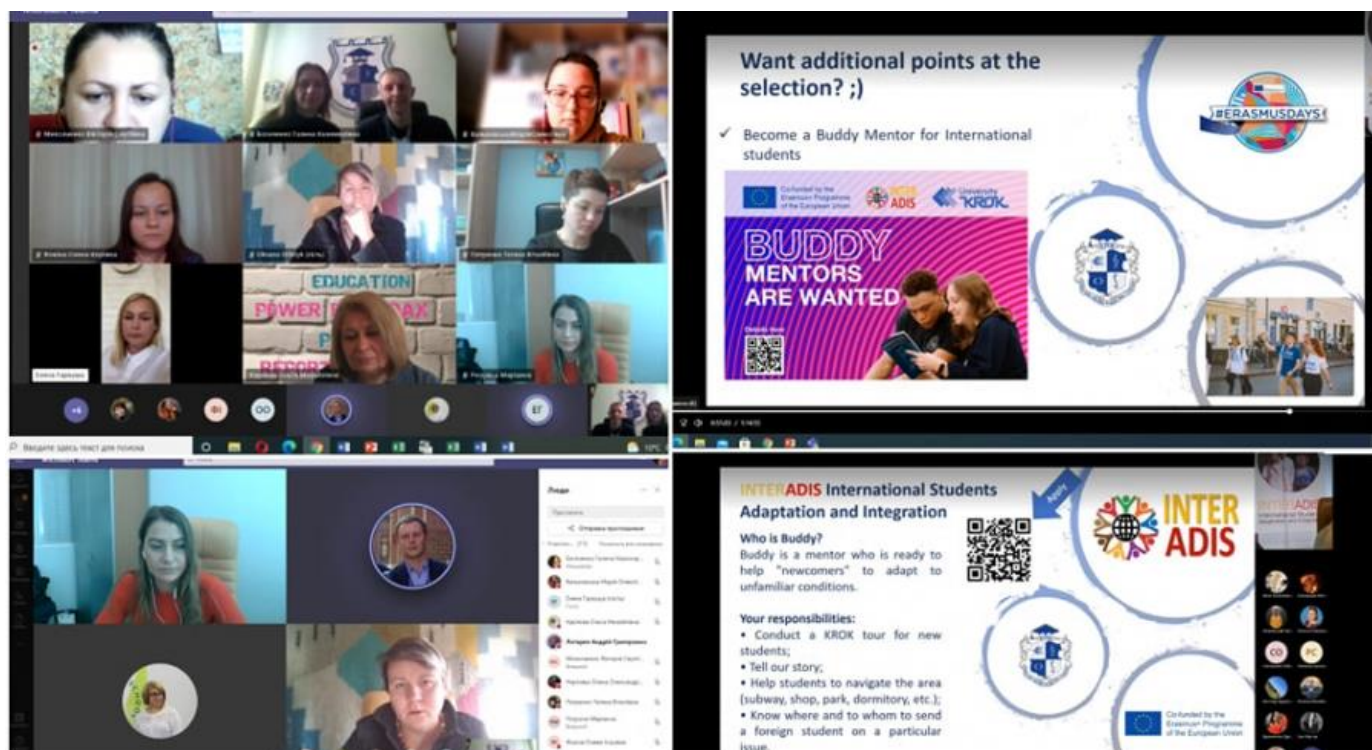
On October 15-27, 2021, 7 students of Master Degree Program «Mediation and Conflict Management» of KROK Business School did internship at Catholic University of Saint Anthony, Spain, within the framework of [Erasmus+ Project «Mediation: Training and Society Transformation / MEDIATS»](#)

During the internship the students:

- listened to lectures of Spanish mediation specialists, learnt the justice system in Spain, practiced skills in simulations and solving educational mediation cases (in English).
- learnt the peculiarities of intercultural mediation and practised to take into account the peculiarities of the behavior of people from different cultures.
- practised in Digital Mediation - a real innovation, the possibilities of which makes it possible to acquire skills while overcoming borders.
- met with experienced Spanish mediators and visited the Palace of Justice.
- mastered the features of corporate diplomacy and the use of mediation technologies in commercial activities on the example of Spanish companies with a long history - with Prof. Manuel Egea.
- learnt the peculiarities of commercial law and the use of alternative dispute resolution tools - with Prof. Jose Ruiz and Prof. Alejandro Zornoza.

- practised Harvard / facilitation-type mediation model - with Christian Lamm, a lawyer, mediator and coach.
- learnt the intricacies of restorative justice in criminal mediation and other restorative practices - with Mercedes Castillo, Doctor of Psychology and Mediation

Erasmus Days Celebration 2021



On October 20, 2021, the events of the EU Erasmus+ project MEDIATS «Mediation: Training and Society Transformation» for students of «KROK» University took place as part of the World Erasmus Days Celebration.

Students of Psychology and Global Business Management programs took part in the selection of participants for a two-week internship in the Netherlands. Selection committee consisted of Andrii Lotariiev, Head of International Office, Olha Karpova, Director of KROK Business School, Olena Naumova, Associate Professor of Marketing and Behavioral Economics Department, Faculty of Economics and Entrepreneurship, Halyna Bohachenko, Project and Program Manager. The selection committee chose 7 students to participate in the internship program. It is worth noting that 5 of the selected students are alumni of Mediation and Conflict Management Master's degree program of KROK Business School. In general, 15 students of «KROK» University will be participating in the two-week internship within the MEDIATS project «Mediation: Learning and Transforming Society»: 7 of them are currently undergoing training at Catholic

University of Murcia, Spain; others 8 (7 selected and 1 student from the program «Mediation and Conflict Management») will go on an internship in late October.

The activities were held to join Erasmus Days Celebration.

Internship for the second group at Netherlands Business Academy

The second group of KROK University students completed a two-week internship in mediation in frameworks of Erasmus+ project "**Mediation: Training and Society Transformation / MEDIATS**" at Netherlands Business Academy, Dordrecht, the Netherlands.



The students of KROK University of Bachelor and Master degree programs "Psychology", Master programs of KROK Business School - BSK "Global Business Management" and "Mediation and Conflict Management" participated in the internships. It is worthy to mention, that the students of "Global Business Management" are graduates of the first group of "Mediation and Conflict Management", implemented at KROK Business School - BSK.

The internship included an intensive program of training and practice, including simulations of the mediation process. Our students were trained by the leading mediators of the Netherlands: Jan van Zwieten, Gea van Klompenburg, Marjon Kuipers, representatives of the Mediation Bureau and the Court of the Netherlands, as well as learned about the peculiarities of criminal cases on the example of mediator Dana Rone from Turiba University, Latvia.

Together with students from Ukraine, students from partner HEIs from Azerbaijan and Georgia also participated in the internship, which gave them the opportunity to share experience in implementing and conducting mediation in different countries.

During the internship, students underwent the assessment conducted by the International Master Mediation Federation. According to the results of the assessment, students received diplomas International certified mediator, International Counselor of Mediation.

Congratulations to the students with a successful internship! Many thanks to the Netherlands Business Academy for the excellent organization and content of the event!

Ukrainian Parliament approves Law on Mediation

On 16 November 2021 the Verkhovna Rada of Ukraine has passed the law on mediation (No.3504).

The approved document proposes defining the legal basis and procedure for mediation in Ukraine.

The law defines the legal basis and procedure for conducting mediation as an out-of-court procedure for resolving a conflict (dispute), the principles of mediation, the status of a mediator, the requirements for its preparations and other issues related to this procedure.

The document envisages that mediation may be used in any conflicts (disputes) that arise in civil, family, labor, economic, administrative legal relations, as well as in criminal proceedings during the conclusion of reconciliation agreements between a victim and a suspect (defendant), and other social spheres.

Also, individuals and legal entities will be able to apply for mediation at any stage of a dispute (before court, arbitration court or international commercial arbitration proceedings commence, as well as during ongoing proceedings and enforcement).

According to the document, mediation will be conducted upon parties' consent and in line with the principles of voluntariness, confidentiality, independence and neutrality, impartiality of the mediator, self-determination and equality of parties, etc.

THE LAW ON MEDIATION HAS BEEN ADOPTED! How does this bring Ukraine closer to Europe?

(article of KROK Business School)

☒ **Promotion of out-of-court resolution of disputes.**

Resolving business, neighborhood, family, labor and other conflicts through mediation is a common thing in most European countries. That is not because citizens of European countries are more conscious or easier to communicate with their opponents in a conflict. Most European countries have programs to actively promote out-of-court dispute resolution through Mediation, such as:

- informing about Mediation,
- paying for mediation services for certain categories of cases (including all divorcing parents),
- refunding court fees in case of peaceful settlement of a dispute through mediation,
- and even obliging people to try mediation before going to court.

Without going into the analysis of the methods chosen by different European countries, Ukrainians should be congratulated on the fact that the adoption of the Law on Mediation will allow to return 60% of court fees in case of amicable resolution or withdrawal of a claim as the result of use of mediation.

☒ **Promotion of development of small business.**

Small business is one of the largest beneficiaries of mediation in Europe after divorcing families. Impossibility to retain staff of lawyers, extended and costly litigation force small businesses to abandon their interests, even in cases where a court decision would probably be in their favor. Distracting the owner's time and attention from the business to litigation does not allow small businesses to defend their rights in court on equal terms.

Large corporations successfully use that fact, making efforts to prolong consideration of court cases. Conflicts with large suppliers or buyers can be critical for financial security of small businesses. And the disclosure of a conflict or internal confidential information leads to reputational losses. The Law on Mediation is another step towards small businesses' access to justice in the broadest sense.

☒ **Even before the adoption of the Law students of KROK Business School were brought closer to the European experience, as they had an opportunity [to participate in internship programs in Spain](#) and the Netherlands and see for themselves how it works there.**

Mediation training in Ukraine has proved itself at the global level long ago. How do we know this? From the feedback of students undergoing internship in international groups. From the reviews of professional international mentors. From the International Mediator Certificates received by students of BSK program "Master of Mediation and Conflict Management" after passing the qualification exam. And from international simulations conducted by Ukrainian mediators with colleagues from the United States and Great Britain.

KROK Business School has been teaching Mediation and Conflict Management to the elite of Ukrainian business for three years in a row, providing high quality education, the possibility of international internship programs and attracting experienced mediators to the teaching staff.

You can join the profession which is recognized in the world and now has a legal basis in Ukraine. [Register for the program "Master of Mediation and Conflict Management"](#).

[Reviews of the students of the Program.](#)

Launch of the Third Group of Mediation and Conflict Resolution Program at KROK Business School

On November 21, 2021, the family of mediators and conflict management specialists of the KROK Business School will enlarge! The third group of the Mediation and Conflict Resolution program has started.



We are glad that finally such activities as mediation and conflict resolution are fully legalized in Ukraine, because the Law on Mediation was adopted by the Verkhovna Rada of Ukraine the day before. We are convinced that the field of mediation and conflict management is relevant today, and people want to learn how to professionally manage conflicts in various fields. And we help them in this.

Among the participants of the new group are representatives of the executive branch, public administration, business, advocacy, and entrepreneurs. Olga Karpova, Executive Director of KROK Business School, congratulated future mediation specialists on the beginning of the school year. The training began with the course "Introduction to Mediation", together with Oleg Triboy, trainer of KROK Business School, international mediation advisor. During training the group will get new knowledge, simulations, meetings with trainers-practitioners, mediators and many interesting and useful things. We wish the group easy and useful acquisition of knowledge, we remind you that you can still join the group both in the format of the certificate program "Basic Mediator Skills" and in the format of the master's degree program "Mediation and Conflict Resolution".

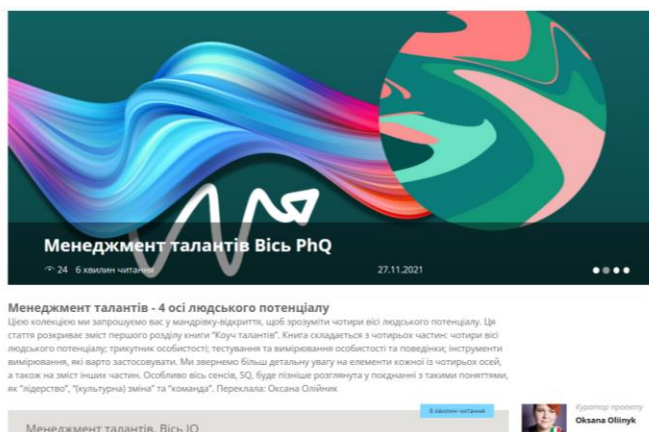
You will find more information about the program following the link: <https://bit.ly/2ZhPeOo>

Translation of articles of Jan van Zwieten into Ukrainian

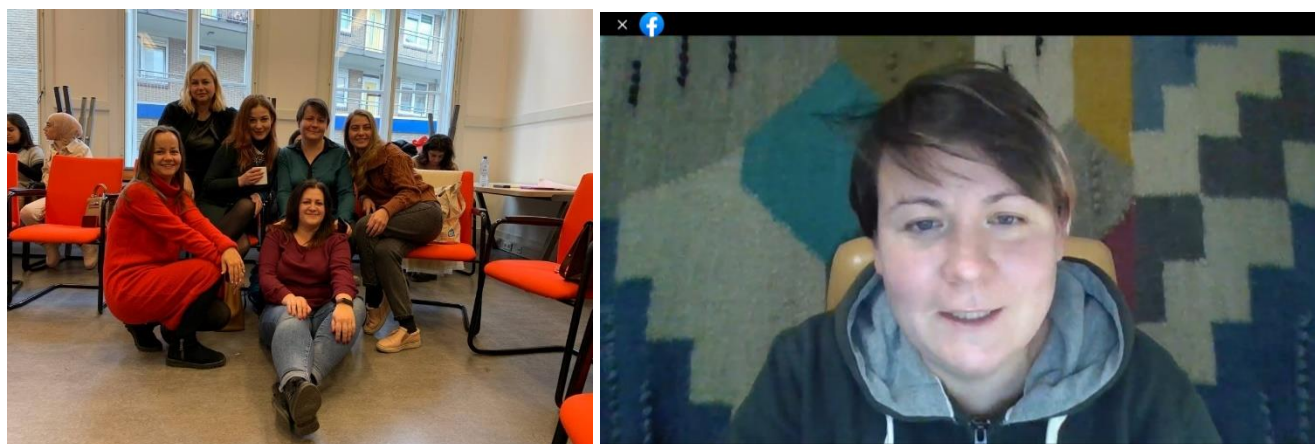
Oksana Oliinyk, participant of Training at NLBA, from Facebook post

Oksana decided to translate Jan van Zwieten's articles on leadership, talent management and team building. "I saw him in action, and more importantly, I saw his team. For me, this is a high level of conscious practice about how everything works and how to build or fix everything. Moreover, I saw with my own eyes how warm friendly and partnership relations were built with other stakeholders: other educational institutions, courts, high-tech enterprises, small companies. Yes, there, even with hotels and bars))"

You can find the translated articles here: <https://biggggidea.com/practices/collection/26/>



After the Training Oksana Oliynyk organized webinar, where she provided information about the Training and journey to the Netherlands.



Feedback about Training

Nata Kozachuk, participant of Training at NLBA, from Facebook post

Two weeks passed like a flash. I am glad that our Ukrainian group #bsk represented Ukraine at a high level - all representatives of our group received diplomas of the highest level International Certified Mediator and International Counselor of Mediation.

Mediation is very common in the Netherlands. Ordinary citizens know about it and actively turn to mediators in various cases - from criminal, as well as to the settlement of disputes between neighbors, which impressed me personally, a kind of neighborhood mediation.

Among Ukrainian mediators there is a well-established stereotype that work in family cases should be done by a pair of co-mediators, a man and a woman, and it is best to combine mediators with different backgrounds - ideally a lawyer and psychologist. In Dutch colleagues, family cases are considered by a single mediator. It also does not matter the gender of the mediator, there is no concept of "ideal pair of co-mediators", no matter what educational or professional background the mediator has. That's what it means - a country free from prejudice, gender equality)) Only professionalism is important, not these conventions. Almost 40 students from Ukraine, Georgia and Azerbaijan practiced mediation daily for two weeks under the watchful eye of the best teachers from the Netherlands and Latvia. The language of communication is English. But as my colleagues and I joked, after two weeks of transcultural interventions - switched to Ukrainian-Azerbaijani-English surzhik with Dutch dialect))

During the training they had the opportunity to learn from the experience of conducting and implementing mediation from colleagues from other countries, and to understand the peculiarities of the implementation of mediation in Georgia, Azerbaijan, the Netherlands, Latvia.

During the internship we all sang a Dutch song to our birthday girls and witnessed the offer of a hand and heart, delighted colleagues by turning on every morning "Good morning, Ukraine!"

And beyond social networks and reports, there are incredible emotions, a sea of communication, dating, laughter, adventure, drive, jokes, terribly beautiful landscapes and buildings, a bunch of incredible people, each of which is the future of mediation!

I'm always amazed that I'm lucky to have good people! You are just incredible friends and partners in crime
Oksana Oliinyk Alena Fokina Natalia Khmel Tania Petrenko Elena Garkusha Marianna Rozumna Mari Valkovska Kristina Babenko Angelina Palamartchouk

Thank you, dear teachers, for the knowledge and experience that you generously shared with us Jan van Zwieten Gea van Klompenburg Marjon Kuipers Dana Rone Mayke Smit I will never forget the warmth of your souls and your support ❤️ Hope to see you again!

Thank you all my new friends from Kharkiv, Chernivtsi, Georgia Azerbaijan and Azerbaijan AZ we had a nice time together 🤝



News from CHNU

Ethical standards and mechanisms for the implementation of mediation in Ukraine: what is necessary and sufficient?

July 5, 2021 - Workshop was organized and provided by the NGO "National Association Of Mediators OF Ukraine", supported by the Laboratory of Mediation, Negotiation and Arbitration of the Department of Public Law of the Yuriy Fedkovych Chernivtsi National University and the NGO "Bukovyna Mediation Center".

Yuriy Fedkovych Chernivtsi National University took part in this event within the framework of the MEDIATS Project "Mediation: Training and Society Transformation" of the ERASMUS + KA2: CHBE Program.

Link: <https://law.chnu.edu.ua/etychni-standarty-ta-mekhanizmy-vprovadzhennia-mediatsii-v-ukraini/>



Employees - mediators are competitive in the labor market

In January 2021, 14 lawyers who specialized in Master's degree in Mediation graduated from Yuriy Fedkovych Chernivtsi National University. This specialization immediately preceded the Educational-Professional program "Mediation".

One of the most important indicators for an objective and unbiased assessment of the quality of an educational program is known to be the demand of its graduates by the labor market for the acquired specialty and taking into account the period of time spent by the graduate for his first employment.

In the first six months after graduating from the University of 14 lawyers - mediators, who graduated from CHNU at the beginning of 2021, by the beginning of September of the same year 11 people (78.6%) found a job in the specialty and were employed: 1 person in the Ministry of Justice of Ukraine, 1 - in the regional state administration, 4 - in various law enforcement agencies bodies of Ukraine, 4 - in the centers for the provision of free secondary legal aid, 1 - continued his studies in graduate school with a break from work. 3 people are temporarily not working as a lawyer-mediator.

Link: <https://law.chnu.edu.ua/pratsivnyky-mediatory-konkurentozdatni-na-rynku-pratsi/>

September 2021 – Meeting with representatives of the Kyiv office of the OSCE

Representatives of the Organization for Security and Co-operation in Europe (OSCE) Special Monitoring Mission to Ukraine informed the teachers, students of EPP “Mediation” and members of the club “Laboratory of Mediation Techniques” about their main tasks - to impartially and objectively monitor and report on the human rights situation, establish facts about specific events in all regions of Ukraine, and assist dialogue between the various parties to the conflict. Currently, the mission also has the task of establishing communication with potential stakeholders in all parts of Ukraine, which in the future may become the basis for a communication platform. Particular attention is paid to young people, students as important participants in future dialogue processes.

Link: <https://law.chnu.edu.ua/zustrich-z-predstavnykamy-obse-ekspertamy-z-dialohu-mediatsii-ta-fasylytatsii/>

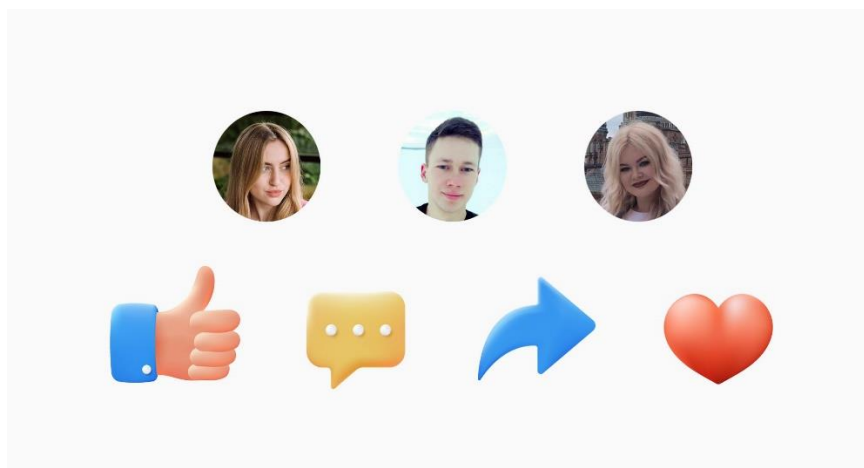


Impressions of masters from the first month of study on the Educational-Professional Program “Mediation” at the Yuriy Fedkovych Chernivtsi National University

“It hasn't been long since my studies started, but I'm excited to talk about the cool subjects and teachers we have on the course. I haven't had so much practice yet! Do you know what words our couples end with? Usually, it's: “Oh, it's time”. That is, everything is so interesting that one pair is not enough.

Maybe, somewhere in my subconscious, I thought there would be a lot of theory in pairs, but I was wrong. EPP “Mediation” was developed very responsibly because if in the 5th year you are waiting for the beginning of couples, it means that everything is cool (without exaggeration)”.

5th-year student, Anastasia Gunderchuk



"I have never regretted my decision for choosing EPP "Mediation". First of all, I like to study and research something new for myself, to analyze different life situations from the mediator.

The teaching styles of lectures and seminars are very impressive, we consider many practices. Selected good teachers for subjects. Everything is explained to us very clearly and distinctly, which is very important.

Also, I would like to note that we are studying English in-depth, because we have a subject whose lectures are taught in English, which cannot help but rejoice".

5th-year student, Vadym Matevoshchuk

"This program is built logically, where there is a balanced presentation of theory and practice.

Teachers are highly qualified, positive people with a high level of dedication. Good organization of classes, starting with the selected premises and ending with the provision of handouts.

Even in terms of distance learning, the level of dedication of students and teachers is at a maximum. I liked everything, thank you very much!

The Project grant agreement provides for student internships (the Netherlands or Spain). I am happy to be able to study at the Business Academy (the Netherlands)".

5th-year student, Angelina Palamarchuk

Link: <https://law.chnu.edu.ua/vrazhennia-vid-navchannia-na-prohrami-opp-mediatsiia/>

Cooperation between ELSA Ukraine and the EPP "Mediation"

On October 15, 2021, at the initiative of the Odesa and Chernivtsi branches of ELSA Ukraine, an express training of the manager of the Project group of the MEDIATS Project "Mediation: Training and Society Transformation" of the ERASMUS + KA2: CHBE Program Ruslana Havrylyuk on a very important without exaggeration for every lawyer topic "Models of negotiations. The Harvard model of negotiation".

The educational event was planned and conducted as part of a series of online negotiation workshops based on the development of professional skills and active training of law students in negotiation and mediation skills, as well as in preparation for the National Round of Negotiation Competitions.

Link: <https://law.chnu.edu.ua/spivpratsia-elsa-ukraina-ta-op-mediatsiia/>

Feedback from students of the Master's Program in Mediation from CHNU about the internship in Spain

In October, students of the Faculty of Law from the Yuriy Fedkovych Chernivtsi National University arrived at the Saint Anthony Catholic University of Murcia (UCAM) in Spain as part of the MEDIATS Project "Mediation: Training and Society Transformation". The following 5-th and 6-th year students took part in the internship: Kyrylo Bozhko, Vadym Matevoschuk, Oleksandr Sharafin, Koval Yurii, Anna Myroniuk, Inna Nazarchuk, Olena Nazarchuk, Lukian Valeriia

Students of the Yuriy Fedkovych Chernivtsi National University underwent internships and acquired mediation skills together with students of Ukrainian universities, such as KROK Business School (Kyiv) and Karazin Kharkiv National University, as well as with students from Georgia. Despite the quarantine measures, students of the UCAM have the opportunity to study offline and attend practical classes in the usual way.

Links: <https://mediats-chnu.com/the-first-day-of-the-international-internship-of-students-at-ucam/>
<https://law.chnu.edu.ua/pershyi-den-stazhuvannia-mahistriv-v-ucam/>
<https://mediats-chnu.com/mediation-in-the-center-of-justice-of-murcia/>
<https://law.chnu.edu.ua/mediatsiia-u-tsentri-pravosuddia-mista-mursii/>
<https://law.chnu.edu.ua/vr-tekhnohii-v-navchalnomu-protsesi-studentiv-5-6-kursiv-opp-mediatsiia/>



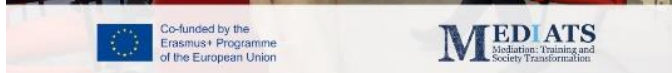
October 29, 2021, the last working day of the internship, was marked by a solemn ceremony of awarding internship certificates to internationally trained mediators and a final lecture. Students from Ukrainian and Georgian universities agreed with the professor's position that mediation is the leading instrument of justice in resolving various disputes and is of great importance not only for the public sector, but also for the private sector.



Feedback from students of the Master's Program in Mediation from CHNU about the internship in the Netherlands

A group of students of the EPP Mediation went on a journey of knowledge. competencies in alternative dispute resolution tools for the Netherlands. The following 5-th and 6-th year students took part in the internship: Mykhailo Bordeniuk, Halyna Voloshchuk, Olena Vykliuk, Anastasiia Voloshyna, Iryna Vasko, Maksym Tarnovetskyi.

Link: <https://law.chnu.edu.ua/kriz-terny-do-zirok/>
<https://law.chnu.edu.ua/mediatsiia-v-niderlandakh-prahnennia-do-doskonalosti/>
<https://law.chnu.edu.ua/vizualizuite-svii-konflikt/>



News from KKNU

STUDENTS OF THE MASTER'S PROGRAM "MANAGEMENT: MEDIATION" UNDER THE MEDIATS PROJECT HAVE COMPLETED AN INTERNSHIP IN SPAIN

In October 2021, students of the program "Mediation Management" from Karazin Business School took part in a two-week internship at the UCAM Catholic University of Murcia. This internship was conducted as part of the Erasmus + project "Mediation: Training and Society Transformation / MEDIATS".

The internship included cool lectures, practical cases and professional teachers from all over Europe. But the "highlight" was the mediation simulations conducted in specialized classrooms, which look as if it is the office of a professional mediator!

Our students have taken such courses as: "Corporate diplomacy, strategy and tools of mediation", "Criminal mediation", "Negotiation technologies", "Commercial law and ADR", "International mediation", "Family mediation" and even tried themselves in virtual reality during the lecture "Simulation experience in virtual reality" and this is only part of the material that has been studied!

Every day, the group had the opportunity to communicate with professors of management and law from UCAM, as well as with practising mediators from Madrid, Murcia or even the United Kingdom.

Internship participants Elizaveta Anhelis, Iryna Honcharenko, Sophia Demydenko, Viktor Chumakov and Mariam Barsegyan gained valuable experience in learning mediation in an international environment and look forward to applying new knowledge.

We are grateful to the Erasmus + MEDIATS project for new opportunities in the study of mediation!



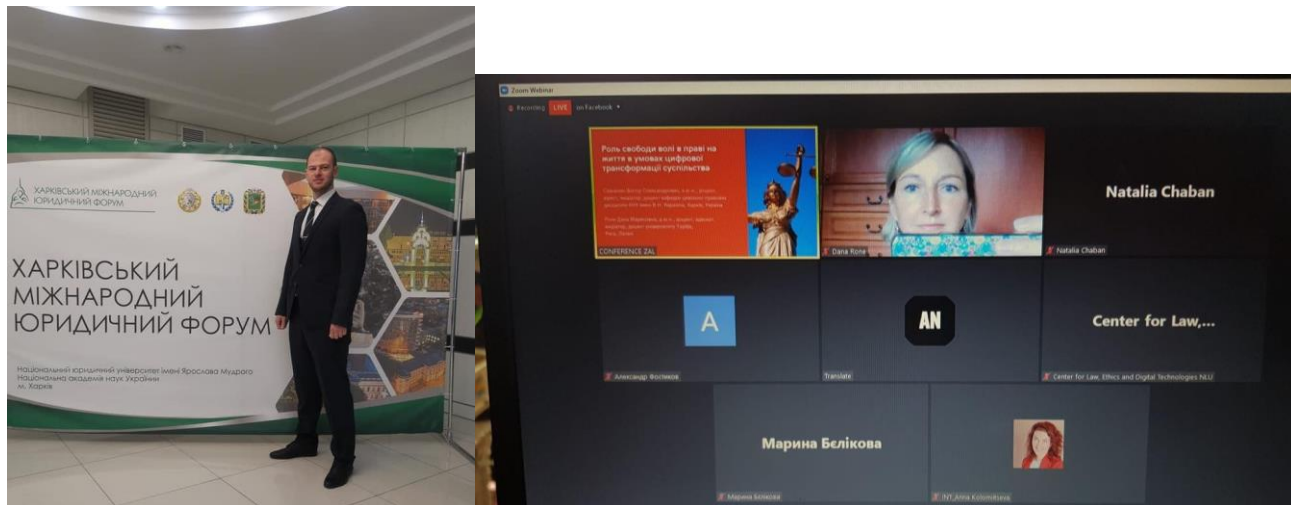
DEVELOPING UKRAINIAN-LATVIAN COOPERATION IN MEDIATION

Involvement in the Erasmus+ MEDIATS project promotes the development of international cooperation in the field of mediation. We are pleased to announce a new spin-off of the project with the participation of MEDIATS teachers and experts.

Members of the MEDIATS project team Viktor Savchenko (Karazin University, Ukraine) and Dana Rone (Turiba University, Latvia) continue international cooperation in the mediation field.

In September 2021, they presented a joint study "The role of free will in the right to live under the digital transformation of society" within the 5th Kharkiv International Legal Forum.

Following the Forum, the results of the study will be published in a collective monograph.



NEW JOINT INITIATIVE IN MEDIATION

Active international cooperation of the MEDIATS project team received a new spin-off: joint certification program "Mediation skills in the social sphere and health care", implemented under the GIZ Project "Strengthening resources for sustainable development of host communities in Eastern Ukraine" of the cluster "Prospects Development of the Eastern Regions of Ukraine", which act on behalf of the German government.

Project implementation period: 02.08.2021 - 31.05.2022

The main goal of the project is to develop a practical certification program "Mediation skills in the social sphere and health care" for employees of medical and social institutions and to improve the level of communication skills among medical and social workers. Introduction of innovative methods of dispute resolution (mediation skills) in the practice of medical and social protection institutions, training of medical staff and social workers in conflict-free communication skills in order to create a safe and favourable environment for health workers and patients, social workers and clients, reduce social tensions and improve quality of medical and social care. Our project will provide health and social care workers with an innovative tool to reduce conflicts, offer mutually beneficial solutions to existing disputes and prevent new ones.

The project team included the next representatives of Karazin University (Ukraine) Viktor Savchenko, Inna Neskordieva, Olena Parkhomenko, Kateryna Andreieva, Alina Serhieieva, who were trained during the

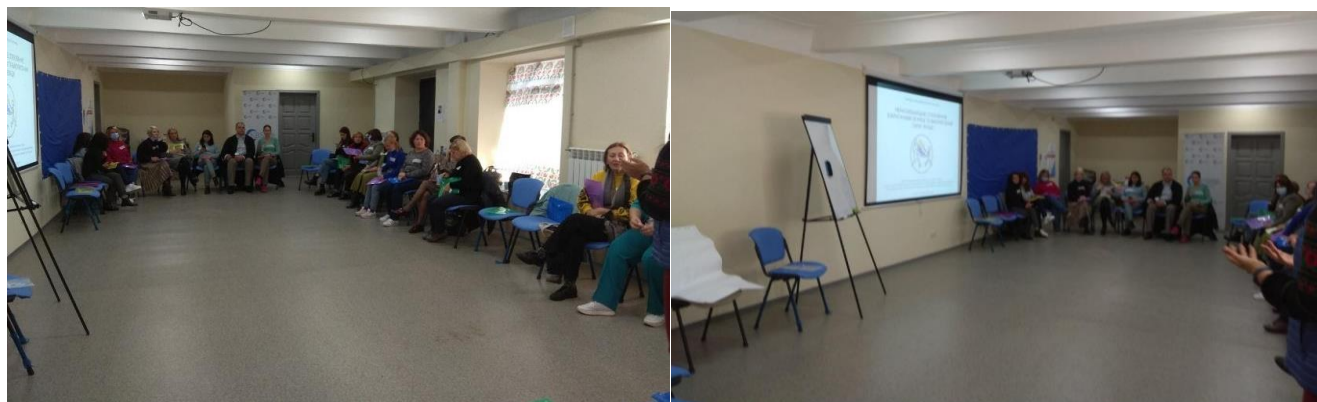
MEDIATS project, and international expert Dana Rone, Turība University (Latvia). Participants of the MEDIATS project continue international cooperation in the field of mediation.

TRAINING ON NON-VIOLENT COMMUNICATION

Karazin Business School with the participation of the representative of the MEDIATS project team Olena Parkhomenko hosted an author's training of Karl Plesner and Olena Hantsyak-Kaskiv "Nonviolent Communication: Empathic Communication and the Use of Force / Power".

Karl Plesner is an international specialist in restoring social ties after destructive events, a certified trainer in Nonviolent Communication (CNVC, USA), a mediator, a facilitator of dialogues, and a specialist in restorative justice. Elena and Karl founded and run the peacekeeping school for adults "Engineers of Understanding".

During the event, participants learned about the key principles of nonviolent communication, discussed the importance of peaceful conflict resolution and the use of alternative dispute resolution methods (including mediation).



PROMOTION OF THE VALUES OF MEDIATION

On September 26, 2021, during the All-Ukrainian Internet Conference "Critical and Creative Thinking: Developing and Improving", MEDIATS project participant Olena Parkhomenko (Karazin University, Ukraine) presented her report "Free time and critical thinking: how to properly adjust students' free time"

As a speaker, Olena Parkhomenko noted the importance of developing critical thinking among students, suggested promising areas of organizing students' free time in terms of critical thinking and noted the place of conflicts in school life and the need to develop school mediation.

The results of the speech are presented at the following links:

<https://naurok.com.ua/conference/interaction-at-school>

<https://www.youtube.com/watch?v=CiBiygeFSks>



NEW ENROLLMENT OF STUDENTS UNDER THE PROGRAM "MANAGEMENT: MEDIATION"

Karazin Business School is pleased to announce that in August-September 2021 a new group of master's students was involved in the study of mediation.

Future mediators have begun to actively study methods of alternative dispute resolution and look forward to new classes and opportunities to learn the international experience of mediation from MEDIATS experts. After all, the master's program "Management: Mediation" was developed within the framework of the EU project Erasmus + "MEDIATS" together with European universities.

We look forward to the new achievements of our mediation students!

INTERNSHIP TO THE NETHERLANDS

1-13 November 2021 our Master students have finished their internship the Netherlands Business Academy, which took place from 1 to 14 November 2021 as part of the Erasmus + project "Mediation: Training and Society Transformation / MEDIATS".

Students of the master's program "Mediation Management" of Karazin Business School successfully passed the exam and showed excellent results: 2 students and teacher received certificates of International Certified Mediators, 2 students received certificates of International Counsellors of Mediation, coaches noted the good preparation of our students and their English language skills .



Lecturer Alina Serhieieva, the group leader, was involved as a co-examiner in the 1st round of the exam. In his speeches, the rector of the Netherlands Business Academy (Breda), Jan van Zwieten, stressed the importance of understanding the structure of mediation. "A mediator will never be able to help the parties if he do not follow a clear structure."

Throughout the program, the trainers emphasized that the main skill of a mediator is a neutral position and not imposing one's point of view on the parties. Also, trainers who are practicing mediators revealed the main secrets of mediation.

Together with colleagues from Ukraine, Azerbaijan and Georgia, the participants had a great experience and understanding that mediation has become a part of our lives, because it is more about conflict resolution, it is about the quality of communication and the climate in society.

Thanks to the active international cooperation of Karazin Businesses School, we are confident that from now, our students will be not only experts in their field, but also effective conflict managers.

News from BSU

A National Dissemination Seminar at BSU

On October 13th a joint national dissemination seminar of BSU and ISU was held in the frames of Erasmus Days 2021. At the event, project managers Ketis Devadze and Salome Gagnidze evaluated the progress of the project and made presentations on the results.

- the programme of the event:

Welcome speech:

Tamar Siradze, Deputy rector of BSU

Konstantine Chokoraia, Assoc. prof., ISU (via ZOOM)

Mediators Association in Georgia, Irakli Kandashvili, the head of association (via ZOOM)

Overview of the project impacts, Assoc. Prof. Levan Jakeli, Dean of the faculty, BSU

Presentations of the Mediat's project:

Coordinator's presentation, Salome Gagnidze, ISU

Coordinator's Presentations, Ketevan Devadze, BSU

Presentations of the program in mediation:

Programme at ISU, Konstantine Chokoraia

Programme at BSU, Ketevan Beridze

Other presentations:

Erasmus + days at BSU, Nana Kurshubadze, Department of Strategic Development and International Relations, Erasmus + coordinator, BSU.

Mediation in the region of Adjara, history and perspectives, Paata Kopaleishvili, Mediator

Research opportunities in the field of Mediation - Davit Katamadze, BSU

Conflictology and Mediation - Rusudan Beridze, BSU

Internships in the frames of MEDIATS programme, BSU, ISU

Nomination Ceremony of internship grantees.

- the link of the news at BSU web-site

: https://bsu.edu.ge/main/page/15753/index.html?fbclid=IwAR1BoU_MkGdJiHXjt5gRz8CZbRLbbGufahrSk_tBYMJKL008g8M1ubf6vI5E

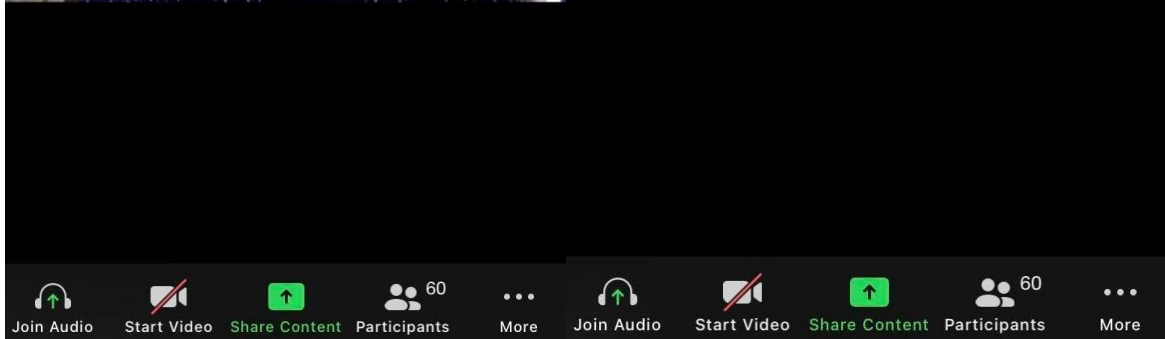
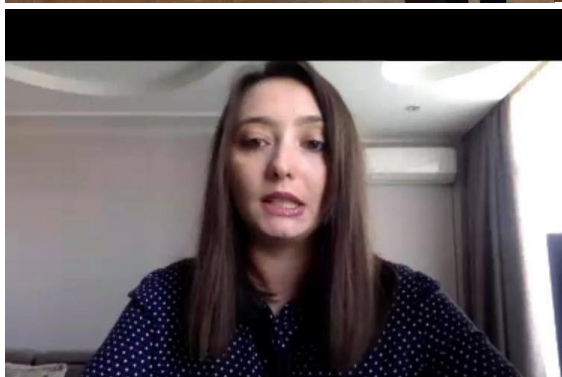
- the link of the news at ISU web-site :

<https://iliauni.edu.ge/ge/iliauni/units/developmentoffice/siaxleebi/mediacia-treningi-da-sazogadoebis-transformaciamediators.page>

- the link of the news at ADJARA TV

: https://adjaratv.ge/article/84779?fbclid=IwAR1gzP5QleoX_hhoVgdRR2yzLgZvqd4B-Inl0KeMHJpaGdec5BlnYogpT4





Students internship at UCAM

On 18-29th of October 13 students of a short-term educational program in Mediation of Batumi Shota Rustaveli State University underwent a two-week internship at the Catholic University of Murcia, Spain. The internship included trainings in mediation, simulations, study visits, group activities, collaboration with experienced mediators, and cultural tours.

The group was accompanied by Ketevan Devadze - Researcher and Manager of the MEDIATS Project at BSU.

Participants visited the City of Justices of Murcia. The visit also included a cultural tour in the city of Cartagena.

links with the information (in Georgian) on BSU's website:

<https://bsu.edu.ge/sub-60/page/15872/index.html>

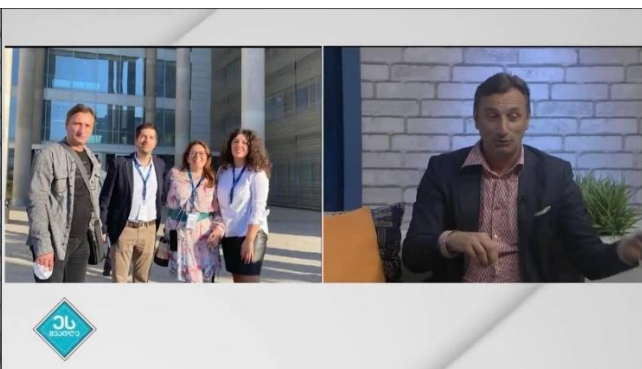
<https://www.facebook.com/141944955900701/posts/4407458302682657/?d=n>



Participating in a TV SHOW

On November 12th, Ketevan Devadze and a student of the Mediation Program at BSU Vladimir Afkhazava participated in a TV show on the regional TV CHANNEL. They presented results and plans of the MEDIATS project; Talked about: what is mediation? How to become a mediator? Shared experience about the educational program in mediation at BSU and about the students' internship at UCAM within MEDIATS program.

Video link: <https://fb.watch/9npl9Vonif/>



News from ISU

Lecture for the new cohort of students of the updated Master's program in private (business) law by the Chairman of the Georgian Mediators Association, Mediator, Irakli Kandashvili

On October 19 and 23, 2021 within the framework of the ERASMUS + Project „MEDIATS: Training and Society Transformation“ a lecture was delivered to a new cohort of students of the updated Master's program in private (business) law by the Chairman of the Georgian Mediators Association, Mediator, Irakli Kandashvili on a new alternative dispute resolution mechanism, mediation.

The following topics were discussed during the lecture:

- Legal challenges and importance of Mediation in Private law/analysis of the principles and the advantages of this form of ADR.
- Communication with the party to use the court and private mediation/practical aspects associated with the mediation procedures and the legal consequences of the process.

Launch of Mediation Module

The mediation module developed by the team of Ilia State University School of Law was launched on September 28, 2020 and last year 14 students have expressed an interest to study the module, which represented approximate 30% of the students enrolled in the updated program. The following year additionally 8 students were registered on the Mediation Module.

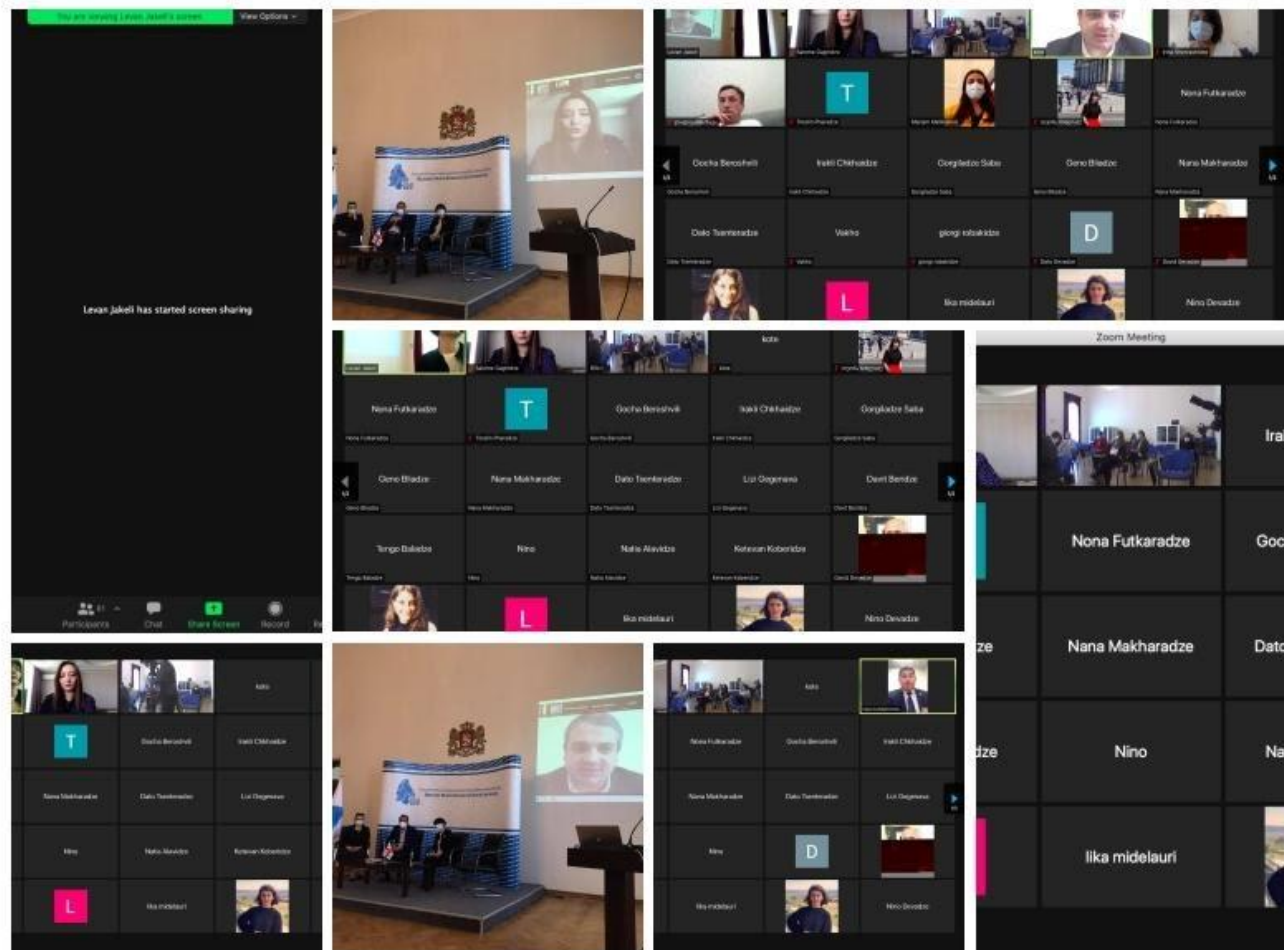
National Dissemination Seminar

On October 13, 2021, within the framework of the ERASMUS + Project „MEDIATS: Training and Society Transformation a national dissemination seminar was held jointly by BSU and ISU. The event was dedicated to the Erasmus + Days.

Project managers from ISU and BSU, Salome Gagnidze and Ketik Devadze introduced the results of the MEDIATS project and future plans to the audience. Konstantine Chokoraia, Head of Law School Quality Assurance department, was also participated in this meeting and he presented an updated master program in Private (Business) law (Mediation Module).

The Chairman of Georgian Mediators Association, Irakli Kandashvili, ISU law School students, BSU academic staff, and students were also attended this event.

At the end of the national dissemination seminar, a wish for success was made for the students participating in the internship planned in Murcia, Spain.



Internships for students

An internship with EU financial support was held on 18-29 October at UCAM Universidad Católica, San Antonio de Murcia, Spain. 10 students from ISU, registered on Mediation Module, took part in it. During the internship, students improved their qualifications in the field of mediation as an alternative dispute resolution tool. The training was included theoretical and practical sessions. Simulation games and a virtual reality mediation process were planned by the host university. After the role plays, the process was evaluated by the experienced mediators and feedback was given to the students, as well as a discussion on problematic issues was held. During the internship, visits were made to the Murcia Court and the Ministry of Justice, where students were introduced to the specifics of the institutions' work, and also during this visit, meetings were held with acting mediators who shared their experiences in the field of mediation.

Additionally, the two-week internship program was included cultural visits to the cities of Murcia and Cartagena.

Upon completion of the internship, participants were awarded certificates.



An internship with EU financial support was held on 1-14 November at Netherland Business Academy in Dordrecht, the Kingdom of the Netherlands. 4 students from ISU, registered on Mediation Module, took part in it.

Within the internship program students were given an overview of each stage of the Mediation Pyramid, after which participants were introduced to each stage of mediation in detail. Also, lectures on mediation were held about the principles, acquaintance of the parties to the mediation agreement and the mediator key features in the mediation process.

On a daily basis, lectures were given to the students by the acting mediators: Jan van Zwieten, Gea van Klompenburg and Marjon Kuipers. Students were also trained by invited lecturers from Latvia and the Netherlands.

During the program, students had an intensive daily role-play based on the theoretical knowledge and they constantly received feedback from experienced mediators.

At the end of the internship, the participants were examined, after which all four students from ISU received an international certificate.



News from GSU

The newly established "Mediation Center" has been started to operate at Ganja State University.

In order to contribute to the implementation of the mediation process in Azerbaijan, the "Mediation Center" had been established at the Ganja State University, accordingly to the Ganja State University partnership at the European Commission's Erasmus + program, the MEDIATS: Training and Society Transformation project and with the support of the Law of the Republic of Azerbaijan on Mediation which had been approved by the President of the Republic of Azerbaijan Ilham Aliyev with order number № 1555-VQ and on March 29 dated state decree.

The opening ceremony, which took place on October 16, 2021, had been attended by the rector of the University prof. Yusif Yusibov and with relevant university staff members. A special room has been allocated for the center, which was established under the Department of Innovations in the main educational building of the university, and this room has been equipped with equipment purchased with the support of both the MEDIATS project and the university administration co-financing.

The Rector of the University prof. Yusif Yusibov wished success to the staff at the opening ceremony and expressed satisfaction with the introduction of the new field of mediation at the university, and wished to give a motivational speech to Ruslan Mammadov, who had been appointed to the center on a voluntary basis. It should be noted that Ruslan Mammadov is an experienced specialist who has been passed the international certification. He is also participated in international training in the field of mediation in the Netherlands, Latvia, and Spain and had been awarded the highest-ranked "Certified International Mediator" diploma.

The center, based on the experience of European Universities of the MEDIATS Project which aims to resolve disputes between students, faculty, and administrative staff within the university with the consent of both parties. At the same time, mediation policy, mediation implementation mechanisms and application of mediation values at the university, etc. by integrating the latest applications in this field by establishing cooperation with various local and international organizations, implementation of such issues is envisaged.





**The rector met with students who successfully returned from a
Mediation Training course to the Netherlands.**

According to the action plan of the European Commission-funded Erasmus + Mediats - "Mediation: Training and Society Transformation" project, which is coordinated by the Netherlands Business Academy, students who enrolled to study at Ganja State University offered mediation course had participated in a two-week internship program that had been organized by the Netherlands Business Academy.

The visit had been organized on 01-14.11.2021 dates in Dordrecht, Kingdom of the Netherlands. Mustafa Huseynov, Narmin Mammadzade, Nigar Piriyeve, Dilbar Aliyeva, and Telli Mammadova are the students of different faculties of the university, who had been taken part in the study visit under the leadership of Ruslan Mammadov, the head of the International Relations Office and also GSU Mediats project team member. Mr. Yusibov congratulated them on their success and wished them new opportunities and good luck in their future careers. In the end, the rector and participants' pictures had been taken for the memories.



GSU students successfully completed their visit to the Netherlands.

According to the action plan of the European Commission funded Erasmus + Mediats - "Mediation: Training and Society Transformation" project, which is coordinated by the Netherlands Business Academy, students who enrolled to study at Ganja State University offered mediation course had been participated in a two-weeks internship program that had been organized by the Netherlands Business Academy. The visit had been organized on 01-14.11.2021 dates in Dordrecht, Kingdom of the Netherlands. Mustafa Huseynov, Narmin Mammadzade, Nigar Piriyeve, Dilbar Aliyeva and Telli Mammadova are the students of different faculties of the university, who had been taken part in the study visit under the leadership of Ruslan Mammadov, the head of the International Relations Office and also GSU Mediats project team member. It should be noted that only students from Khazar and Ganja State Universities, partners from Azerbaijan, had been participated in the international internship program. Georgia, one of the other partner countries of the project, which represented by 2 universities, and Ukraine by 3 universities. The total number of participants is about 40 people.

The trainers in the intensive internship program were consist of the international recognized crew, leading by Jan Zwieten, Rector of the Netherlands Business Academy and the Chairman of the International Mediation Federation, as well as Gea van Klomperburg, Marjon Kuipers, Mike Smit and Dana Rone from

project partner, Turība University in Latvia. In addition, international mediators representing the local Mediation Bureau in the courts of Netherlands, Marlene Panis, Sandra Willems-Ruesink, Sandra Doeze Jager and Tara Dick, shared their best practices with the participants.

The trainings were conducted according to the master's program in mediation of the Netherlands Business Academy. According to the syllabus of the program the following topics had been taught to participants: "Conflicts and approaches to the interests of the parties", "Process manager profile and methods of approach to the mediation pyramid", "Role and skills of the mediator", "Initial, second and third stages of the mediation process", "Dynamics in the context of systematic mediation", "Mediator registration rules and procedures", "Dilemmas in the context of controversial behavior", "Cooperation between lawyers and mediators", "Principles of confidentiality in mediation, rules and discrepancies", etc. In addition to the topics various educational games (such as "Smurfs", "Your true talent"), and then during the second week a simulation of the mediation sessions and exam preparation had been conducted to the participants. Despite the intensive and difficult internship program, our students actively participated and coped with the tasks with dignity.

Starting the mediation course organized by GSU, students had been passed the final assessments at the end of the two-weeks international internship program. They had been awarded with the international diplomas signed by the rectors of Ganja State University, and Netherlands Business Academy. In accordance with the categories determined by the Mediation Federation, the Diplomas had been given to Nigar Priyeva as an "International Ambassador of Mediation", Narmin Mammadzade, Dilbar Aliyeva and Telli Mammadova as an "International Counsellor of Mediation" and Mustafa Huseynov as an "International Certified Mediator".

Another proudly moment is that during the international internship program, Ruslan Mammadov as the newly appointed to the Mediation Center at Ganja State University, and has a diploma of "Certified International Mediator" had been given "master classes" to the participants on both mediation values and life coaching during the mediation. In addition, Ruslan Mammadov is also participated in the final assessment session as a member of the final examination commission. On this basis, he was awarded the diploma of an "International certified assessor mediation".





News from KHAZAR

Students' stories on the internship

Netherlands Business Academy in Dordrecht, November 1-14, 2021.

Student story 1

Dear Jeyhun M.,

First of all thanks to Khazar University for a great opportunity. Definitely NLBA internship effected our mindset, vision and will make positive impact on our career.

In the beginning we had accomodation misunderstanding, instead of agreed accomadation we were sent to the Europarcs cotteges which are 13 km distance from campus. In a few days the issue has been solved and we could concentrate on our education.

Trainings provided by Jan van Zwieten, Gea van Klompenburg, Marjon Kuipers, Mayke Smit, Dana Rose and 2 local judges. We had a lot of mediation practice. I am lucky that my practice groupmates were Kiev group coordinator Oksana Oliinyk, Kharkiv group coordinator Alina Serhieiva and expert Kristina Babenko. They are all experienced mediators and trainers in Ukraine and all succeed in internship. Practical exercises were very useful and interesting for me. They are also learned some HR approaches to the mediation process from me, so we had effective collaboration with Ukranian mediators.

The Mediation Pyramid was one of the most important parts of the study. I had a challenge about Reframing tecniques, but it was very useful. Main focus of the training was on querying and summarizing parts which are very important. Identifnyng conflicting interests and aligned interests also taught by the trainers.

Jan Zwieten`s training about IQ, EQ, PhQ and SQ impressed me very much, because at my work usually we used to talk about EQ and IQ differences. PhQ and SQ will be new items that I will add to my program. Training about the differences between Leader, Manager, Mentor and Coach also was very interesting for me and I was actively participated. DISC analyses another useful training that I will use in my job.

I was really very happy to get International Certified Mediator diploma and do it only for one attempt. I know from my experience that to develop soft skills in a short time is impossible, so decided to use my HR skills. The result really motivated me, because HR skills very close to Mediation skills and experienced HR experts can be very successful mediators. I want to develop my knowledge and skills in mediation and be part of this society.

When I started to MBA Mediation my main goal was to develop my soft skills for my job, especially for the Competency Management Project. After attending NLBA internship I want also act as a mediator and to help develop Labour mediation in Azerbaijan, as Jan told us in the Netherlands Labour Mediation in the second place after divorces. This is my future plans, but now we are planning Azerikimya Production Union training needs for the 2022th year. Most of our employees have Conflict resolution, Negotiation and Problem solving in their job standarts. We are planning internal trainings for these soft skills and I will

provide internal trainings. PU General Director also asked me to use obtained knowledge in my job. International Certified Mediator diploma makes me feel more encouraged to provide trainings and make trainees to take it more seriously. Periodically I can inform you about the number of trainees who attended internal trainings.

In general, the Netherlands is very beautiful and developed country, so happy to be there for 15 days and observe their society. I had a chance to be in the Hague, Amsterdam, Rotterdam, Leiden and Dordrecht of course. I have built very strong network with Ukrainian mediators and maybe we can organise some projects together in the future.

I am very proud to represent my country, special thanks to you for this opportunity, Ms. Nilufar for what she did for us and all Khazar team who supported. Looking for the further opportunities.

Student story 2

My Opinion about Internship on Mediation at Netherlands Business Academy

First of all, I would like to mention that this internship by MEDIATS PROJECT was both an amazing learning opportunity and a great deal of fun trip during my 2 weeks of internship in the Netherlands. Intensive and fun mediation simulations with inspiring people from different countries and cultures like Georgia, Ukraine, Netherlands and of course Azerbaijan, taught me a lot of extra knowledge that will keep me on my toes for many-many years straight. Sincerely, I feel like a better person after the whole trainings.

I found it was very interesting and challenging when the simulation tasks were assigned to me for a role of mediator, observer and/or party. It was a great opportunity for me to take master-classes from the real experienced mediators for my internship program which allowed me to gain real-world experience.

I had a variety of duties which involved almost every aspect of the mediation process. I was in charge of all the observing people, acting from parties' side/ learning human psychology and sure for being mediator and so on. As I in charge of mediation simulation process, my work load was always so much especially end of every process. I had really develop new skills and worked on various of tasks which are totally new for me.

Sometimes I find some parts of the process too complicated yet, this is why I continue learning without giving up. Mediation and negotiation skills were so important because sometimes it's impossible to reconcile people and bring them to the conclusion which works for them both. In order to let things done efficiently, I had to become good at delegating and managing my tasks with other trainees and get their feedbacks too.

My co-trainees and amazing trainers had also taught me something new and I also do not hesitate when I am encountered on any problems. I feel I could always explore challenging tasks, join in some discussions, discuss with my colleagues when I had encounter some problems of solving the issue.

I learned the being lazy, stupid, homeless and blunt sometimes can be a helping hand to find solutions ☺ I feel comfortable and confident when I dealing with my colleagues and managers. My trainers – Gea van Klompenburg and Marjon Kuipers would always asked me about my current conditions and what problems

that I had encountered on the specific simulations of mediation cases. It made me feel like so lucky to have such a wonderful team with me during my internship. A big advantage was the fact that the company paid for my internship and during those 2 weeks I was able to focus on my professional and educational development and enjoy the beauty of the Netherlands, to have chance to see Amsterdam, Hague, Utrecht, Dordrecht, Leiden, Rotterdam, being thrilled to take special trainings from the other important personas from the Netherlands (judges, psychologists, lawyer-mediators) and everything else without worrying about the basic needs.

The classes I have taken all proven beneficial, I will use the skills from these classes daily, and without them I don't believe I could have done as well. As a corporate lawyer dealing with the daily negotiations with the banking customers I have learned most essential aspects of running a negotiation process, I believe NLBA does an excellent job of covering each and every tool to succeed.

Throughout the internship, I found that we need to tolerate each others' and understand other's problems before making a conclusion because we had many misunderstanding problems in our departments frequently. Maybe not everyone enjoys their working life but I do enjoy it so much and feel like full of enthusiasm every single day. There's never a dull moment for me and I will absolutely enjoy working more with my new mediation skills. And of course it gives me a thrill to be an International Certified Mediator. I am proud and honoured. At the end I would like to thank to Khazar University collective and Mr. Jeyhun Mammadov for having such an amazing chance of internship and hope this will keep on being a continuous project. Because we really need good mediators to be more in the Azerbaijan.

Student story 3

I am writing this story sitting on a sofa in Europarc on my pre-last day of quarantine, though I don't regret taking the chance to come to the Netherlands and to be nominated as International certified mediator by International Master Mediation Federation.

So, officially I can register as a mediator in International Register of Mediators and start my practise.

It was an honour to pass successfully all the stages of exam from the first try and become 1 of the 9 nominated mediators from 38 students.

Since the beginning of my studies in Master's Degree of MBA in Mediation at Khazar University we were announced about the internship opportunity given abroad. We chose the Netherlands as a country with a high-level education and quality teaching methods.

For me the Netherlands is also the country of people with a great worldview. I like their lifestyle, choosing their comfort and health above show off luxury, tolerance to differences and taste in art.

So, my internship experience started in the Hague, where we went with our beautiful coordinator Ms Nilufar Alizada and my groupmates. We have visited the famous and astonishing Mauritshuis and were fortunate to see with our own eyes the priceless pieces of art, including "The girl with Pearl earring". Not only the pictures, but the building itself is made with exclusive attention to the details.

In the Hague each building has its own spirit and style, you can't pass the street without standing in front of them and wondering about the historical value behind them.

For our internship we have come to Dordrecht (Venice of the Netherlands), where our university campus was located. We stayed here surrounded by beautiful canals and buildings for 2 weeks of our internship.

Our education included lectures and practical tasks. The lectures were given by professionals from different spheres experienced in mediation. Jan van Zwieten, Gea van Klompenburg and Marjon Kuipers were our first trainers. They have shared basics of mediation principles with us and immediately involved all of the students into mediation simulations, starting from signing the contract and giving the same time for each party till going through the inventory phase.

Me and my groupmates tried different roles during the simulations: we were mediators, observers, parties with different stories. The roleplays were coordinated by trainers, so, all the simulation groups were receiving feedbacks simultaneously and were able to develop their skills at a very high speed.

One of the interesting parts of our education was self-awareness, which I personally found very useful, as it is a base for emotional intelligence, the most important skill for the mediation. This lecture was given by Mayke Smit, in which she has explained how the role in family affects on our following life choices and how can we use this during mediations, creating stories for our clients.

Also, we had a chance to participate in lessons from a practising lawyer Dana Rone, from Latvia, where we worked through real life cases and shared our solutions and suggestions as parties' lawyers and mediators. During internship I had a chance to meet a lot of new friends from Ukraine and Georgia, with whom we are already planning for future events. Also I met great people from Ganja State University and we had warm dinners together.

I have visited such beautiful places as Kubik houses of Rotterdam, De Volk mill in Leiden, climbed the tallest tower Domtoren in Utrecht, was deeply impressed by beauty and history of Laurentzkerk, walked in 200 years old Passage of the Hague and many more.

These memories and experience will be unforgettable for me and also very beneficial for my start in mediation, and for this opportunity I am very grateful to Khazar University team, which made this possible for its students.

Dissemination

News at the website of Khazar University and Facebook page of School of Economics and Management
MBA Students Took Part in Training on Mediation at Netherlands Business Academy

On November 1-14, 2021, MBA in Mediation students of Graduate School of Economics and Business, under the guidance of the instructor of "Principles of Mediation" Nilufar Alizada, participated in a two-week intensive internship training program on mediation organized by Netherlands Business Academy in

Dordrecht, the Kingdom of the Netherlands, within the framework of “MEDIATS” project of the European Commission's Erasmus+ program.

The main objective of the “MEDIATS” project is to make universities a driving force in the field of mediation, using European experience in Azerbaijan, Georgia, and Ukraine to improve the objective pre-trial resolution of conflicts.

The training was attended by Mehriban Yusifova, Nazrin Baghirli, Gasim Shaliyev, Zaur Mammadli, and Orkhan Mammadli. Having successfully completed the basic course of mediation with a total study load of 250 hours (9 ECTS), the students were awarded diplomas in mediation by the International Master Mediation Federation and the Netherlands Business Academy. Meanwhile, instructor Nilufar Alizada was honored with special distinction for acting as a co-assessor.

We congratulate our students on this great achievement and wish them new successes in their academic and professional careers.

<https://khazar.org/en/news/5598>



Khazar Faculty Members and Students at Training Held at Netherlands Business Academy

The training and education meetings, which began on November 1, 2021, at Netherlands Business Academy in Dordrecht, the Netherlands, as part of the MEDIATS project of the European Commission's Erasmus + program, to which Khazar University is a partner, are going on and will end on November 14.

Nilufar Alizadeh, the lecturer and doctoral student in the Department of Psychology at Khazar University, and Gasim Shaliyev, Zaur Mammadli, Mehriban Yusifova, Nazrin Bagirli, and Orkhan Mammadli, MBA students in Mediation, have already completed the first week of the trainings. Staff members and students of Khazar University and Ganja State University held an information session on the occasion of November 8 Victory Day. Nilufer Alizadeh, the lecturer at Khazar University, informed the project participants and coordinators about the importance and significance of this historic day, noting that it was not only Victory Day, but also a day of restoration of international justice and law. The main goal of the MEDIATS project is to improve the objective pre-trial settlement of conflicts, taking advantage of the European experience in Azerbaijan, Georgia and Ukraine by making universities a leading force in the field of mediation. The main part of the trainings was dedicated to intensive seminars and practical exercises. After a two-week workshop, participants will take an exam at the end of the internship program, and if successful, will be awarded an international diploma.

<https://khazar.org/en/news/5586>





MBA student in Mediation elected as the chair of qualification commission of Mediation Council.

MBA student in Mediation and Mediator Gasim Shaliyev has been elected as the chair of qualification commission of Mediation Council. He makes a special contribution to the training of mediators in the Republic of Azerbaijan, both as a national mediator trainer and as a member of the commission for mediation training exams organized by the Academy of Justice. This point strengthens the collaboration of Khazar University with Mediation Council in Azerbaijan and contributes to the dissemination of MBA program and its activities.

https://www.e-huquq.az/az/news/mediation/35333.html?fbclid=IwAR3gnK0lBMFS1vsUsWuWizv3IBC882q_W4_kOUgKQ_iQFFTYkLGYN9pCF_wY

Sustainability – promotion of mediation values

The sustainability of the project will be attained through **the MBA program in Mediation**. Khazar University aims to increase admission quota to give more qualified applicants the opportunity to obtain MBA degree in Mediation with a high level of negotiation and conflict management skills.

MBA program in Mediation - Curriculum

No	Course code	Course name	ECTS
Required core courses			36
1	MMGT 800	Principles of Mediation	6
2	ECON 837	Applied Economics	6
3	MGT 805	Applied Statistics and Decision Making	6

4	ACC 805	Accounting and Finance for Decision Making	6
5	MGT 832	Management and Organizational Behavior	6
6	MGT 865	Strategic Management	6
Concentration courses (five courses can be chosen)			30
1	MMGT 805	Mediation: Theory and Practice	6
2	MMGT 810	Negotiation: Theory and Practice	6
3	MMGT 815	Conflict Theory and Psychology of Mediation	6
4	MMGT 820	Organizational Conflict Resolution	6
5	MMGT 840	Cross-Cultural Conflict Resolution	6
6	MMGT 830	Business Mediation	6
7	MGT 840	Legal and Ethical Environment of Business	6
8	MMGT 835	Mediation in Consumer Law	6
9	MGT 810	Strategic Business Communication	6
Electives (recommendations from a wide range of courses. Three courses can be chosen)*			18
1	MMGT 825	Mediation in Family Law	6
2	MMGT 827	Mediation in Health Law	6
3	LAW 810	International Business Law	6
4	MMGT 837	Mediation in Property Law	6
5	MGT 845	Human Resource Management	6
6	MGT 848	Leadership, Power and Politics	6
7	MGT 865	Organizational Development and Change	6
8	ECON 960	Research Methods	6
9	MGT 828	International Management	6
10	PMGT 810	Project Management Framework	6
11	FIN 855	Taxation	6

Internship, 6 ECTS

Required credits: 90 ECTS

Note: The Master students are able to select an MBA Thesis as their culminating experience in the program. If a student chooses to write a thesis, it will normally be valued at 12 ECTS.

Workshops

We are planning to organize **mediation and conflict management workshops**. The workshops will focus on the benefits of alternative dispute resolution processes and will provide participants (MBA students also

from other majors such as Business Administration and Management, HR managers, Lawyers etc.) an introduction to the mediation process and how this process can help them in resolving disputes. The workshops will be customized to focus on workplace conflict management.

Moreover, we are planning to organize information session about personality type tests – MBTI and DISC – which could be beneficial during mediation process in order to understand main values of the parties. On the other hand, during this project we had brand new approach – psychological approach – to mediation process which should be applied in Azerbaijan as well. For instance, systematic approach to family members in order to understand the role of family members of parties is highly important to achieve consequences at the end of mediation process.

It needs to be considered that participants of the project- Malak Karimova and Nilufar Alizada - have successfully completed the foundation Mediation course program which held by the Ministry of Justice of Azerbaijan Republic. While practicing mediation, it will be great opportunity for them as well as others, to apply foreign experience which learned durin