



College of Human Resource Management

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BACKGROUND INFORMATION

CERTIFIED PROFESSIONAL MEDIATION TRAINING

MAY, 4th – 8th - 2020

MACHAKOS GARDEN HOTEL, MACHAKOS COUNTY

The College of Human Resource Management (CHRM), the training arm of the Institute of Human Resource Management Kenya (IHRM), in partnership with Suluhu Mediation Center-SMC is pleased to invite you to attend, or nominate your, Senior Human Resource Executives, Line managers, and Employee Relations Managers to the **CERTIFIED PROFESSIONAL MEDIATION TRAINING** scheduled for 4TH – 8TH of May, 2020, **MACHAKOS GARDEN HOTEL, MACHAKOS COUNTY.**

This program is designed to equip line managers especially those involved in commercial, employee or family disputes or those in human resource management and likely to deal with Employee related issues and may end up sitting in employee disciplinary committees during their practice with required competence to be able to determine matters that qualify to be resolved through Mediation and to mediate in the same.

The training also makes the trainees eligible for accreditation by the judiciary to participate in court annexed mediation. Access to Justice is one of the fundamental pillars of the current Constitution of Kenya, 2010 and the same has been entrenched through Article 48 of our constitution. Article 159(2) provides that among the principles that shall guide the Courts and Tribunals in exercise of judicial authority are: ·

- Justice shall be done to all, irrespective of status ·
- Justice shall not be delayed ·
- Alternative forms of dispute resolution including reconciliation MEDIATION, arbitration and traditional dispute resolution mechanisms shall be promoted, subject to Clause (3) and the purpose and principles of this Constitution shall be protected and promoted.

Mediation has become a popular means for resolving Disputes/conflicts for many reasons. A primary reason is because mediation works, and, more often than not, produces a settlement or begins a dialogue that results in a settlement. Increasingly, Alternative Dispute Resolution (ADR), such as negotiation, mediation and arbitration, have been relied upon to resolve conflicts outside the traditional adversarial system. In fact, these types of dispute resolution techniques are no longer "alternative", and have been incorporated into mainstream conflict resolution, including litigation.

Program Objectives:

1. To equip participants with the required competence to be able to determine matters that qualify to be resolved through Mediation
2. To help participants learn the practical skills, strategies and techniques necessary in ADR and more specifically for competent professional mediation practice
3. To help participants to appreciate the ethical issues and policy considerations of professional mediation practice in the public and private sector
4. To help participants to review and/or learn communications theory and skills, conflict management theory and skills, and negotiation theory and skills
5. To help participants to review the substantive information and issues relevant to the particular conflict contexts
6. To help participants to consider the concept of justice and place of ADR and mediation in the legal system.
7. To equip participants with the required competence to be effective leaders in private and public sectors of the economy.

Course Engagement:

- Introduction to ADR mediation and conflict management.
- Effective communication skills, collaborative negotiation skills & emotional intelligence.
- Professional mediation
- Integrating concepts and methods
- Mediation Practice

Investment:

- Tuition – 50,000 (Exclusive of VAT)
- Other Expenses – Travel and travel related expenses, accommodation.

Note: The College will be happy to organize your travel and stay on your behalf at your own cost.

Registration Guidelines

- Register online via the link <https://bit.ly/2PoW3pd> or fill in the attached nomination form with the participant's details.
- Email a scanned copy of the nomination form to; trainings@chrn.or.ke
- Make the payment for the registration to go through - details are available on the nomination form.

NOTE: Invoices to be requested using the email; trainings@chrn.or.ke Full payment is expected to be received prior to the event.

Contact Information

For more information on registration kindly contact us via;

Email: trainings@chrn.or.ke

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