



IMC in partnership with CIPS

Professional Hybrid Mediation Course (Pakistan)

6-Week Course [March + April 2026]

Dates: 07 Mar to 18 Apr 2026

Times: 08:00 to 18:00 (GMT+5)

Classes: In-Person at NUST-CIPS, Islamabad, Pakistan + ZOOM Online

Course	Date	Time (GMT+5)	Module	Description
Hybrid Mediation Course	07-Mar-26	16:00 to 18:00	Module 1 (2-hours) [In-Person]	IMC Course Brief and get to know each other.
Hybrid Mediation Course	08-Mar-26	08:00 to 09:30	Module 2 (1.5 hours) [In-Person]	Define conflict Classify types of conflict Explain the different dynamics in your context.
Hybrid Mediation Course	08-Mar-26	09:30 to 11:00	Module 3 (1.5 hours) [In-Person]	Overview of ADR The Principles of mediation (Ethics) The 0-5 phases of mediation used by IMC.



Hybrid Mediation Course	08-Mar-26	13:00 to 16:00	Module 4 (3-hours) [In-Person]	Explain the concept of the Mediator's role and the transformative approach used by IMC Teach and practice ways to communicate, including active listening.
-Hybrid Mediation Course	14-Mar-26	08:00 to 09:30	Module 5 (1.5 hours)	Mediator's Mandate Communication with potential mediation clients - theory and practice. Opening of Mediation.
Hybrid Mediation Course	14-Mar-26	09:30 to 11:00	Module 6 (1.5 hours)	Identifying the core issues Neutralisation of language Visualisation of topics, agenda setting, prioritisation.
Hybrid Mediation Course	14-Mar-26	13:00 to 16:00	Module 7 (3-hours)	Guided Practice Session on Modules 5 and 6 (Opening and Agenda-Setting). A step-by-step guided Mediation Simulation – Simple Local Conflict (neighbourhood



				disagreement) and evaluation.
Hybrid Mediation Course	21-Mar-26	08:00 to 09:30	Module 8 (1.5 hours)	Position vs. Interests. Understanding the concept of positions, interests and needs.
Hybrid Mediation Course	21-Mar-26	09:30 to 11:00	Module 9 (1.5 hours)	Communication techniques to explore interests and needs: Active listening Paraphrasing and summarisation The art of questioning.
Hybrid Mediation Course	21-Mar-26	13:00 to 16:00	Module 10 (3-hours)	Workplace conflict simulation.
Hybrid Mediation Course	28-Mar-26	08:00 to 11:00	Module 11 (3-hours)	Creation of options, techniques and practice. Solution finding, creative techniques and agreement.
Hybrid Mediation Course	28-Mar-26	13:00 to 16:00	Module 12 (3-hours)	Guided practice session/simulation.
Hybrid Mediation Course	04-Apr-26	08:00 to 11:00	Module 13 (3-hours)	The role of emotions in mediation Mediation/Simulation Preparation.
Hybrid Mediation Course	04-Apr-26	13:00 to 16:00	Module 14 (3-hours)	Mediation Simulation (Multiparty Community



				Mediation) all phases (full mediation) and evaluation: A Tale of 2 Villages
Hybrid Mediation Course	11-Apr-26	08:00 to 12:00	Module 15 (4-hours)	Exploration of approaches to consensus-building public participation processes- multi party negotiation and what we can learn/Full all phase Simulation – Inter-Community tension during health epidemic.
Hybrid Mediation Course	18-Apr-26	08:00 to 10:00	Module 16 (2- hours)	A chance to look at a different international conflict and explore the issues faced by local insider mediators/simulation.
Hybrid Mediation Course	18-Apr-26	10:00 to 12:00	Module 17 (2-hours)	Wrap up, evaluation, feedback, stay in touch.