



Mediator Coaching - The Path to Mastery

Mastery means...Outstanding Ability...Skillfulness...Proficiency

Many people experience a strong 'call' to learn and apply mediation skills, arriving in the field excited and hopeful. Yet, too often, their hopes remain unrealized after training and mediation experience.

- Are you an experienced mediator on a skill plateau and need to find the learning edge so you can reach the next level?
- Are you new to the practice of mediation and can use a guide to get the most learning from your initial experiences?
- Do you want to find a way to integrate mediation skills into other professional work?
- As a volunteer or professional, do you want to walk into every mediation with clarity, centered in your mission and highest values, able to give your best?
- Do you want to build a new mediation practice or grow an existing practice?
- Are you ready to take on more difficult, complex cases and need some behind-the-scenes support?
- Are you willing to follow a path of dynamic learning tailored to your particular needs?

In 1995, I co-authored *The Art of Mediation* and we stated in the preface:

“Only through the artistic application of technique, intuition, insight, empathy, and heart, by a skilled mediator, can mediation reach its fullest potential.”

After 34 years as a practitioner and teacher, I am convinced that the capacity to be an outstanding mediator does not develop in the training room and no amount of experience assures outstanding ability. Training and experience are necessary, but not sufficient, to develop mastery as a mediator.

Mastery comes after training and experience when you integrate the framework of the mediation process, its skills, values and structural wisdom, into your way of being. A skilled coach with a deep understanding of mediation can support this integration process by meeting the learner in a one-to-one relationship that recognizes her level of experience and her specific learning needs. Then, through reflection, the practitioner can move toward mastery.

As a coach, my undivided focus is each person's unique path to mastery so I can offer guidance to accelerate integrated learning. This focused guidance enables a few hours of coaching to produce much more progress than days of formal training or months of unguided experience. The learning mediator transforms into a reflective, artistic practitioner who understands his strengths, recognizes development needs, examines blind spots, and takes the necessary action to assure mastery. You will be able to:

- create your own detailed **map** to reach concrete goals
- work within a structure that maintains **accountability** for implementation, ensuring results
- integrate **mediation principles** into your way of being in the most challenging relationships (family/work/community)
- encourage your **heart** and engage the spirit to overcome all barriers
- link to the **best resources** for your professional and personal development
- access the depth of your **inner resourcefulness**

I look forward to sharing the fruits of my years of experience and reflection about mediation. If you are motivated to become a masterful practitioner of this art, contact me to discuss your learning goals and the benefits of a coaching relationship. I am available to work with mediators living in other locations, combining periodic face-to-face meetings in Santa Fe or Albuquerque with telephone or SKYPE internet sessions.