

Q1. Briefly discuss the experiences and share the experiences you have had since beginning the professional Executive masterclass in alternative dispute Resolution(ADR) at ADR-SRI. Explain how this experiences has contributed to your understanding and appreciation of ADR practice

There was a couple which I was helping to resolve their marital dispute before I started this ADR programme. I did all that I could then, but to no avail. In fact, I concluded that the man was difficult as he had taken an entrenched position and is opting for separation for sometime.

After the lectures on personality types and emotional intelligence, I realised that I failed as a mediator then, because the man was the reserved type. I never knew that and interpreted his behavior as weird and uncoperative, which made me make some comments in the course of my mediation, which may have affected him emotionally.

A few days later after the lectures on personality types and emotional intelligence I took my time to ponder where I got it wrong and what I should have done which I did not. I really felt that had it not been my lack of skill in mediation this dispute could have been settled easily. It became a burden on me so I had to find a way to see how they are coping individually for that short period of separation. I got to know that they have started regretting it as I visited them individually at their various places.

I therefore ceased the opportunity to do proper mediation now that I am an ADR professional in the making. The pain that I took to check on them individually to see how they were faring made them consent to let me help them settle their dispute.

I drew a plan of meeting for them. I met the man first, one on one. Communication was superb. He came out with the details of the issue that was bothering him, that also made him treat the woman the way he did.

I have also met the woman for her to tell me her side, one on one. I have met both of the couples and this time the adversarial engagement was no more.

Our last meeting is this coming Saturday 5th October. We have almost concluded and there has been a mutual understanding between the two parties.

The dispute which would have resulted in the law court because both parties were bent on divorce, has been resolved within the shortest possible time.

This experience has taught me that with the right skill and knowledge in ADR, a dispute could be solved with less cost, time and stress without resorting to prolonged litigation at the law court which is already full with so many cases to be attended to.