

Aikiyam School on Conflict Resolution

How would you like to initiate a conflict resolution process?

- take the problem seriously
- act immediately
- create a conflict resolution group
- choose a mediator
- wait to see if the problem resolves itself, and only if it does not call a mediator, who is a neutral person
- have a post box where a person can put a complaint letter, which is opened once a month by an outside expert, who knows about the conflict

What are the qualities you wish a mediator/facilitator to have?

- impartial
- truthful
- neutral
- respectful
- calm
- talks to both parties at the same time
- treats people equally

What kind of process do you want for resolving conflict?

- respectful of each other
- speaking directly to one another in a safe space
- solution-oriented
- accepted by the concerned people and by the school
- tries to get to the root of the problem
- feelings can be expressed freely
- power is shared equally
- people listen to each other
- awareness of what is happening in the body
- watching the breath
- nothing is kept under the table
- openness

What transformation do we want to see happen?

- forgiveness
- happy endings
- having a panchayat for Aikiyam
- Aikiyam United
- a bright and harmonious community where we respect each other's feelings and everyone is important.