Taking Mediation Mainstream—Changing the Narrative

The International Perspective

Kwazulu-Natal Society of Mediators
October 12, 2023
Michael Lang • The Reflective Practice Institute

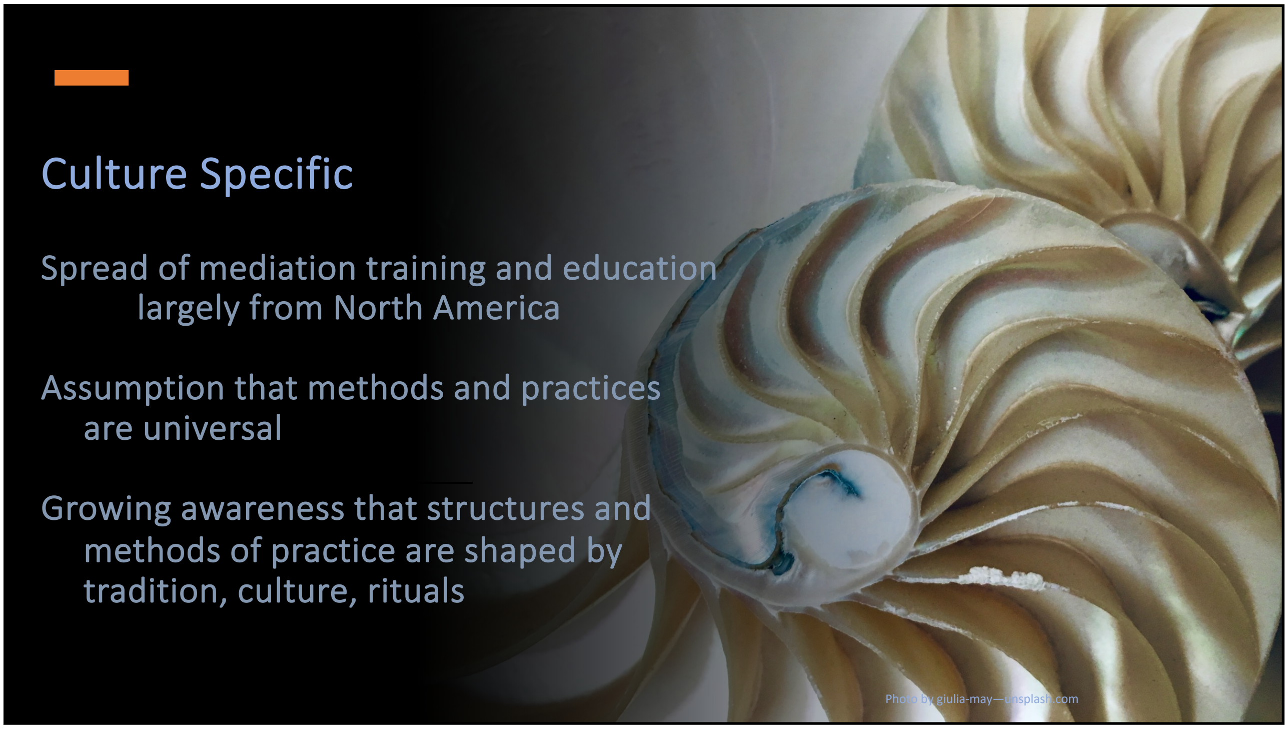
Breadth of Practice

Court-annexed, private practice, by law, court order, special referral

Range of services—coaching, collaborative, facilitation as well as mediation and arbitration

Areas of practice—labor, construction, family, commercial, education, restorative practice, medical liability, community

Photo by jon-geng-unsplash.com



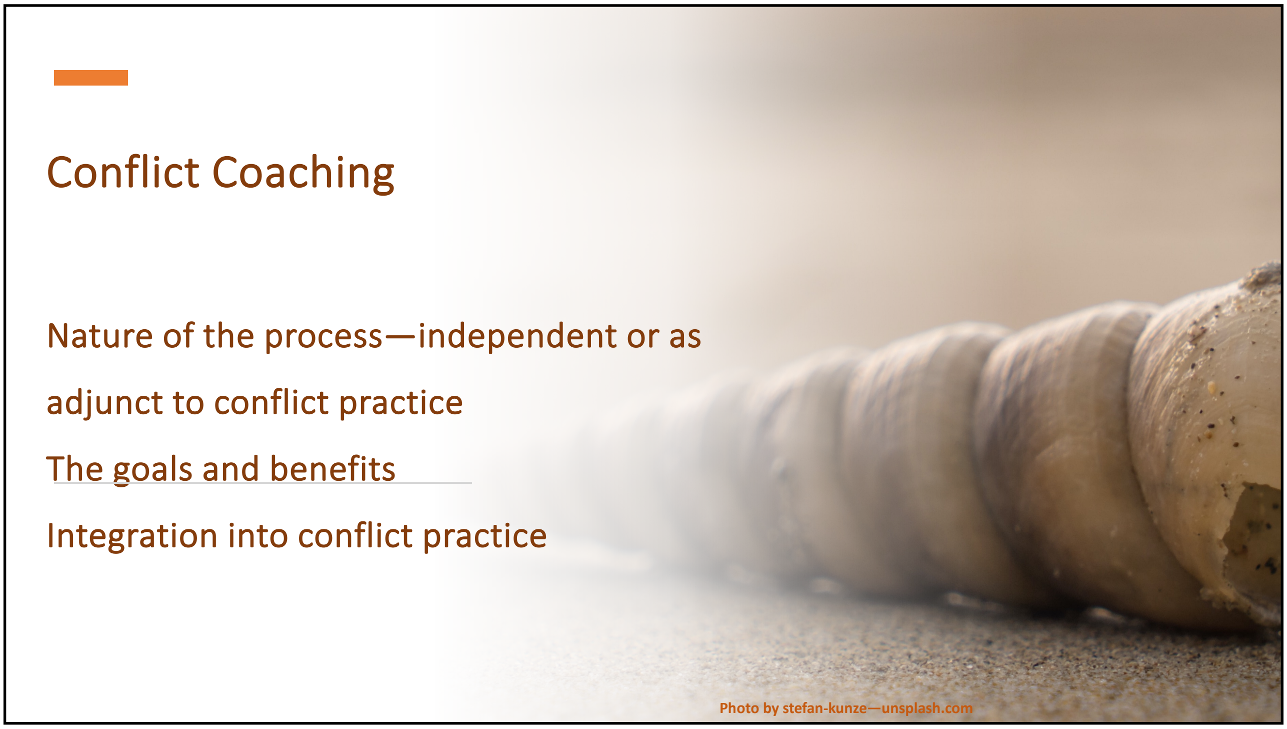
Culture Specific

Spread of mediation training and education largely from North America

Assumption that methods and practices are universal

Growing awareness that structures and methods of practice are shaped by tradition, culture, rituals

Photo by giulia-may—unsplash.com



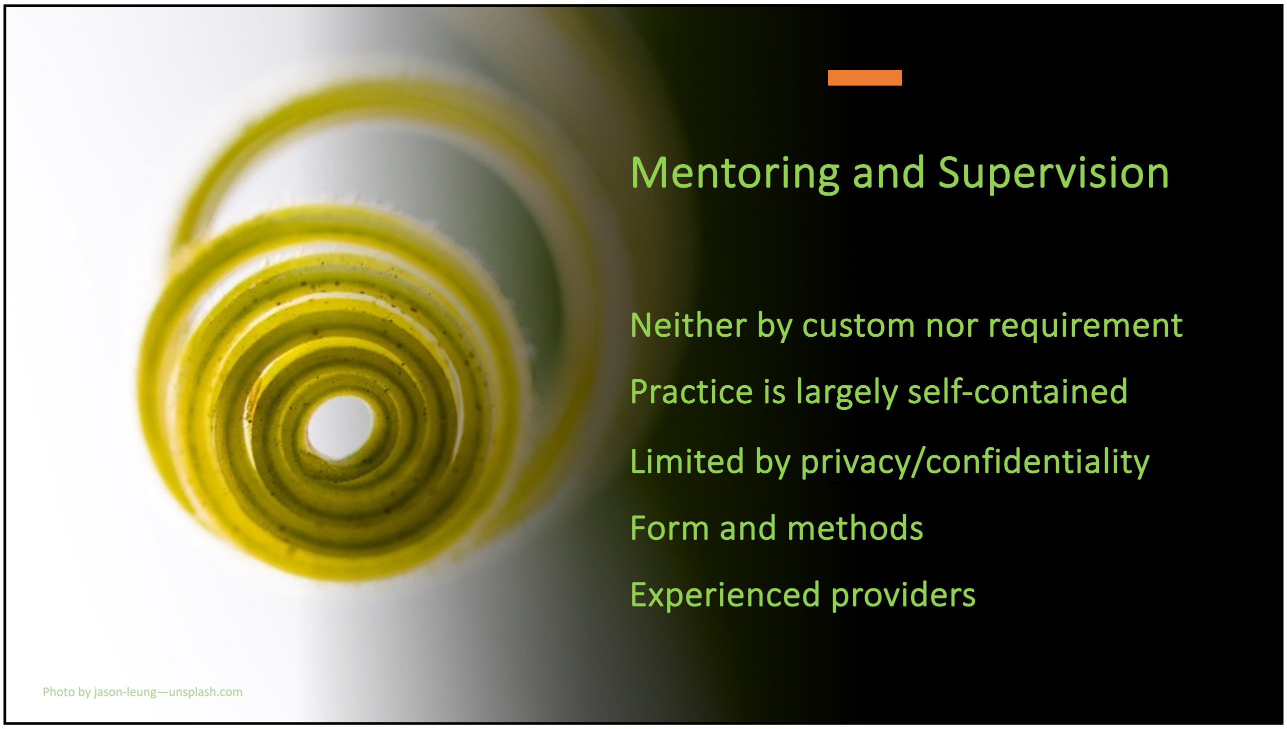
Conflict Coaching

Nature of the process—independent or as adjunct to conflict practice

The goals and benefits

Integration into conflict practice

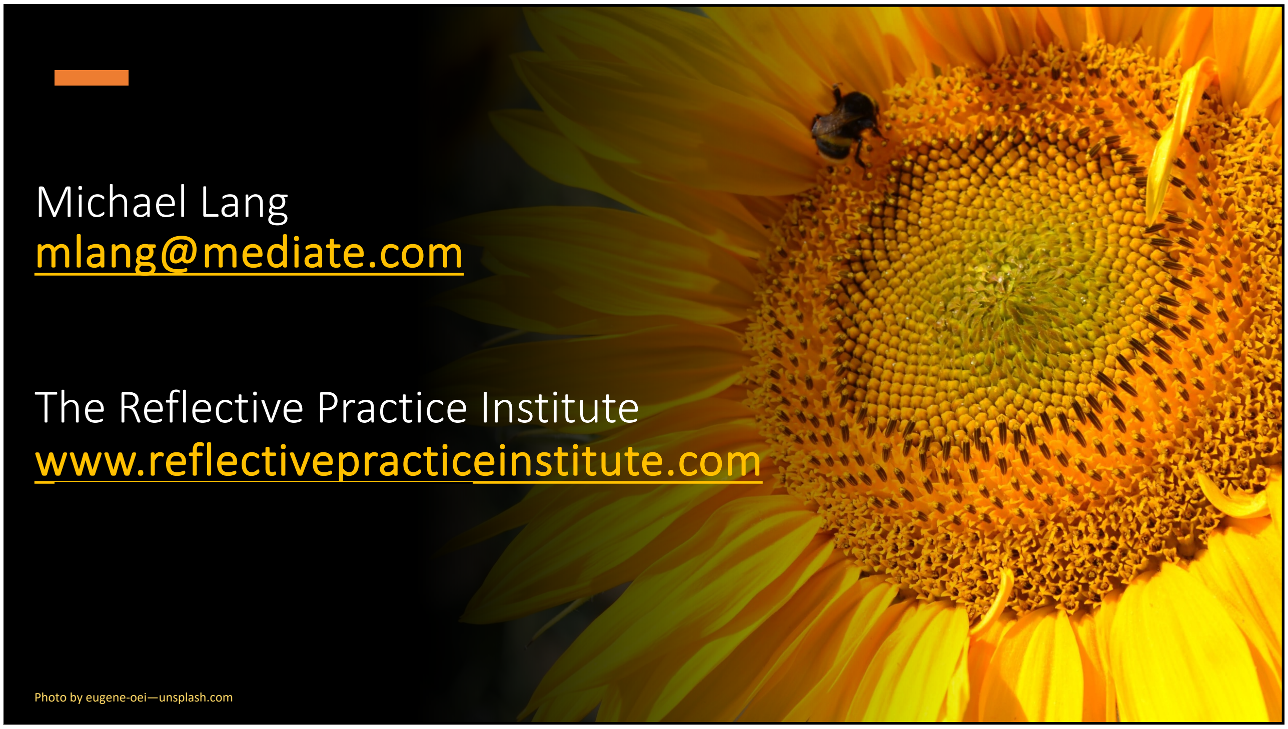
Photo by stefan-kunze—unsplash.com



Mentoring and Supervision

- Neither by custom nor requirement
- Practice is largely self-contained
- Limited by privacy/confidentiality
- Form and methods
- Experienced providers

Photo by jason-leung—unsplash.com



Michael Lang
mlang@mediate.com

The Reflective Practice Institute
www.reflectivepracticeinstitute.com

Photo by eugene-oei—unsplash.com