



## MULTI-PARTY MEDIATION AND NEGOTIATION

- Definition** See Mediation. A process managed by a mediator who assists participants to present points of view and facts. Multi party mediation or negotiation is where the number of parties makes the discussion more complex.
- Outcomes** Either a consensus agreement that resolves the dispute, an agreement as to how to manage the dispute in the future or an agreement to disagree that allows people to pursue other options such as arbitration or court determination.
- Features** Low cost, low impact and fair way to determine if agreement is possible. No need to “give in” or lose face if an agreement can be achieved that makes sense to all parties. The mediator or consultant works with all people to engage them in the discussion.
- Method** Parties agree to engage a mediator who then manages the process/es. Mediator works with the parties to understand what is important to them and to discover options for resolution or change.