



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

Building Peace Through ADR and Restorative Justice

Duration: 5 days

On-Site

01 Who Should Attend

- Police and law enforcement officers
- Community justice practitioners
- Human rights and governance professionals
- Social workers and community development professionals
- Conflict resolution and peacebuilding practitioners
- HR professionals and workplace relations specialists
- Government officials and policymakers
- NGO and civil society professionals
- Professionals responsible for dispute management and institutional relations

02 About the Course

The **Alternative Dispute Resolution and Restorative Justice Training Course** provides participants with practical knowledge and skills for resolving disputes outside conventional litigation while promoting dialogue, accountability, reconciliation, and sustainable solutions. The course examines major alternative dispute resolution mechanisms alongside restorative justice approaches applicable to courts, communities, workplaces, institutions, and justice systems. Participants will explore negotiation, mediation, conciliation, arbitration, facilitation, restorative dialogue, victim-offender processes, community-based justice, conflict management, and consensus building. The course emphasizes practical techniques for managing disputes constructively while protecting fairness, confidentiality, participation, and the rights of affected parties.



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03 Workshop Objectives

- Understand the fundamental concepts, principles, and benefits of Alternative Dispute Resolution (ADR).
- Learn about the various forms of ADR, including negotiation, mediation, arbitration, and conciliation.
- Master methodologies for assessing appropriate ADR methods for different types of disputes.
- Develop proficiency in understanding the philosophy and core practices of Restorative Justice.
- Explore best practices for effective communication, active listening, and conflict de-escalation in ADR.
- Understand the critical aspects of facilitating mediation sessions and guiding parties to agreement.
- Learn about robust strategies for designing and implementing restorative justice circles and conferences
- Identify the critical role of ADR and Restorative Justice in enhancing access to justice and court efficiency.
- Develop skills in ethical considerations and professional conduct in ADR and Restorative Justice practices.

04 Module Topics

Module 1: Foundations of Alternative Dispute Resolution (ADR)

- ??? Defining ADR: goals, principles, and its role in modern justice systems
- ??? Benefits of ADR: cost-effectiveness, speed, flexibility, party control
- ??? Overview of common ADR processes: negotiation, mediation, arbitration, conciliation
- ??? Distinguishing between facilitative, evaluative, and transformative ADR approaches
- ??? Case studies of successful ADR applications in various contexts



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Module 2: Negotiation Skills for Dispute Resolution

- ▶ ??? Principles of effective negotiation: positional vs. interest-based bargaining
- ▶ ??? Stages of the negotiation process: preparation, opening, bargaining, closing
- ▶ ??? Strategies for identifying underlying interests and generating creative options
- ▶ ??? Dealing with difficult negotiators and power imbalances
- ▶ ??? Ethical considerations in negotiation

Module 3: Mediation Techniques & Practice

- ▶ ??? Defining mediation: role of the mediator, neutrality, confidentiality
- ▶ ??? Stages of a mediation session: introductions, opening statements, issue identification, option generation, agreement
- ▶ ??? Essential mediation skills: active listening, reframing, questioning, summarizing
- ▶ ??? Caucus techniques and breaking impasses
- ▶ ??? Drafting enforceable mediation agreements

Module 4: Introduction to Restorative Justice

- ▶ ??? Philosophy and principles of Restorative Justice: harm, needs, obligations, engagement
- ▶ ??? Distinguishing Restorative Justice from traditional punitive justice
- ▶ ??? Core practices: victim-offender dialogue, family group conferencing, circles
- ▶ ??? The role of community in supporting restorative processes
- ▶ ??? Case studies of Restorative Justice in criminal, school, and community settings

Module 5: Arbitration & Other ADR Processes

- ▶ ??? Defining arbitration: voluntary vs. mandatory, binding vs. non-binding
- ▶ ??? The arbitration process: selection of arbitrator, hearings, award
- ▶ ??? Advantages and disadvantages of arbitration compared to litigation
- ▶ ??? Overview of other ADR methods: early neutral evaluation, mini-trials, ombuds
- ▶ ??? Hybrid ADR processes combining elements of different methods

Module 6: Communication & Conflict Management in ADR



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- ▶ ??? Effective communication skills for conflict resolution: verbal and non-verbal cues
- ▶ ??? Active listening, empathy, and building rapport
- ▶ ??? De-escalation techniques for emotionally charged situations
- ▶ ??? Managing power dynamics and cultural differences in disputes
- ▶ ??? The role of apology and forgiveness in resolution

Module 7: Ethics & Professional Conduct in ADR

- ▶ ??? Ethical principles for mediators, arbitrators, and restorative justice facilitators
- ▶ ??? Confidentiality, impartiality, and competence in ADR practice
- ▶ ??? Avoiding conflicts of interest and ensuring fairness
- ▶ ??? Professional standards, certification, and accountability for ADR practitioners
- ▶ ??? Legal implications of ADR agreements and awards

Module 8: Implementing ADR & Restorative Justice Systems

- ▶ ??? Integrating ADR into court systems and legal frameworks
- ▶ ??? Developing and managing ADR programs for organizations and communities
- ▶ ??? Training and capacity building for ADR and Restorative Justice practitioners
- ▶ ??? Measuring the effectiveness and impact of ADR and Restorative Justice initiatives
- ▶ ??? Future trends in dispute resolution and conflict transformation