

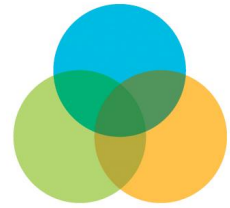
Key Issues in Selecting and Using Mediators

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Consensus Building Institute

Selecting Mediators



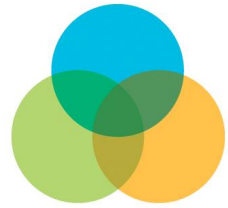
- Selecting a mediator is highly subjective
- Matching the mediator's technical background and experience with the situation
- Reacting to the mediator's style and personal chemistry

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*Personality, Fit and Style
Matter*

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Typical Criteria



● Knowledge

- Substantive - land use, regulatory, technical
- Procedural - process design

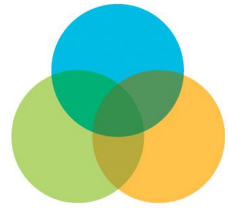
● Experience

- Amount: years of experience, case...
- Kind: similar disputes, similar contexts...
- Scale: site, neighborhood, city, region...

● Training

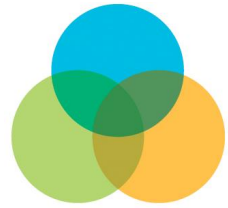
- Mediation
- Land use disputes

Additional Criteria



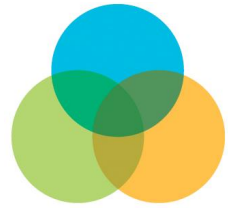
- Mediation style (active, passive)
- Personality
- Reputation in the field
- Professional Affiliations
- References

Key Questions



- What are mediator's responsibilities to ensure that all stakeholders are included?
- Does the mediator have a responsibility to offer some parties special assistance?
- What will be the mediator's role?
 - Create groundrules, set agendas, manage meetings, prepare meeting summaries...
 - Actively make proposals, help craft options, work with parties to generate agreements...

Additional Questions



- How will the mediator help the group gather and integrate scientific and technical information?
- What will be the mediator's responsibilities for communicating with the public and the press?