Key Issues in Selecting and Using Mediators

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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

- Personality, Fit and Style Matter
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?