



Mediators
Beyond Borders
INTERNATIONAL



MBBI International Mediators' Training Program

In Collaboration with Mediators Beyond Borders International (MBBI)



December, 2025



Oil And Gas Training Institute
(OGTI), Islamabad

Program Overview

This program builds participants' capacity to mediate in the urgent field of climate justice. Expanding on mediation foundations, it develops skills in stakeholder engagement, conflict analysis, negotiation, and dialogue specific to environmental and climate disputes.

Through interactive learning, participants will engage in stakeholder mapping, simulations, and role-plays on issues like resource allocation, displacement, and energy transitions. Each session combines theory with practice, emphasizing listening, empathy, cultural awareness, and trust-building.

Guided by Mediators Beyond Borders International (MBBI)'s mission, the program applies tools such as trauma-informed peacebuilding, systems thinking, and indigenous knowledge. Participants will practice generating sustainable agreements, navigating deadlocks, and designing workable solutions in diverse contexts.

Graduates will leave with strengthened skills, certification, and the confidence to apply climate justice mediation in policy, community, and cross-sectoral settings—advancing MBBI's vision of a more peaceful, climate-resilient world.



Program Goals

The Climate Justice Mediation Training Program is designed to empower participants with advanced techniques and practical expertise in resolving environmental and climate-related disputes. This comprehensive training program aims to:

1) Enhance Mediation Proficiency in Climate Justice:

Develop mastery in conflict analysis, stakeholder mapping, and effective communication, equipping participants to address disputes over resources, pollution, displacement, and policy implementation.

2) Foster Strategic Problem-Solving: Cultivate the ability to generate innovative, community-centered, and scientifically informed solutions that incorporate indigenous knowledge, balance diverse interests, and support long-term climate resilience.

3) Build Expertise in Negotiating Complex Disputes:

Equip participants with tools to manage multi-stakeholder dynamics involving governments, corporations, and communities, while navigating competing priorities and power imbalances.

4) Promote Ethical Mediation Practices: Instill a commitment to professionalism, impartiality, confidentiality, and procedural fairness to ensure adherence to global mediation standards.

5) Prepare for Real-World Climate Mediation: Provide hands-on experience through realistic simulations, mock mediations, and structured feedback, enabling participants to mediate effectively in contexts such as water rights, energy transition, and land-use disputes.

6) Advance Leadership in Global Climate Justice:

Empower professionals to apply mediation skills within policy, community, and cross-sectoral arenas, supporting MBBI's mission to build local capacity for peace and to contribute meaningfully to international climate action processes.

Learning Outcomes

This comprehensive training program aims to:

- Equip participants with the skills and certification to serve as Climate Justice Mediators, capable of addressing complex environmental and climate-related disputes.
- Integrate climate justice mediation as a structured Alternative Dispute Resolution (ADR) mechanism within policy, business, and community frameworks to strengthen environmental governance.
- Reduce reliance on adversarial litigation by fostering collaborative, sustainable, and community-centered solutions to climate disputes.
- Strengthen negotiation, conflict analysis, and mediation skills among stakeholders across government, corporate, and civil society sectors to promote inclusive climate action.
- Align climate mediation practices with global best standards, drawing on MBBI's expertise and UNFCCC engagement, to enhance credibility and ensure long-term, impactful outcomes.
- Build local and regional capacity for peacebuilding by embedding trauma-informed, culturally sensitive, and equity-driven approaches into climate justice mediation processes.



Topics Covered

The program is highly interactive, with a strong emphasis on role-playing, simulations, and practical exercises. Each day progressively enhances participants' mediation skills, transitioning from foundational concepts to real-world application.

Day 1: Foundations of Climate Justice Mediation

- Introduction to climate justice mediation theory, ethics, and guiding principles.
- Understanding the mediation process: pre-mediation preparation, stakeholder mapping, and caucus sessions.
- Interactive exercises on active listening, empathy, and trust-building in climate-impacted communities.

Day 2: Conflict Analysis & Negotiation in Climate Disputes

- Identifying positions, interests, and needs in environmental and climate-related conflicts.
- Understanding negotiation dynamics among diverse stakeholders (governments, corporations, communities).
- Simulated mediation exercises focusing on disputes such as resource allocation, pollution, or land use.

Day 3: Solution-Oriented Climate Mediation

- Generating innovative, sustainable, and community-centered solutions beyond litigation.
- Reality testing, feasibility, and long-term impact of agreements.
- Incorporating climate science, policy frameworks, and indigenous/local knowledge into mediation outcomes.

Day 4: Practical Climate Mediation Assessments

- Mock mediations based on real-world climate disputes (e.g., water rights, energy transition, displacement).
- Structured feedback sessions to refine skills.
- Preparing for final evaluation through role-plays and stakeholder simulations.

Day 5: Final Assessments & Certification

- Practical assessments on climate justice case studies.
- Final feedback from trainers and peers.
- Certification ceremony.
- Discussion on implementing climate justice mediation within policy, business, and community sectors.





Gregg B. Walker

Professor, Oregon State University

Gregg B. Walker is a Professor Emeritus of Communication and has served as an Adjunct Professor in Environmental Sciences, Forestry, Oceanography, Public Policy, and Water Resources programs at Oregon State University. He has taught courses in conflict, dispute resolution, international negotiation, and argumentation; and facilitates and studies environmental policy-related collaboration efforts. He is co-author of *Working Through Environmental Conflict: The Collaborative Learning Approach* (2001, Praeger), and co-editor of *Breaking Boundaries: Innovative Practices in Environmental Communication and Public Participation* (2019, SUNY Press). Professor Walker is a member of the National Collaboration Cadre of the US Forest Service and the U.S. Institute for Environmental Conflict Resolution. He leads observer teams at UN climate change meetings for Mediators Beyond Borders International and the International Environmental Communication Association. Professor Walker was an Erasmus Mundus Professor at the University of Copenhagen in 2010, 2014, and 2017.



Prabha Sankaranarayana

President & CEO, MBBI

Prabha Sankaranarayan is the President and CEO of Mediators Beyond Borders International (MBBI), a global organization dedicated to building local peacebuilding skills and advancing mediation worldwide. She has led MBBI's expansion through partnerships with over 130 organizations, including Rotary International and NAFCM, while strengthening mediation, dialogue, and governance in peace processes.

A seasoned conflict transformation practitioner, Prabha has mediated, facilitated, and trained across Europe, Asia, Africa, and the Americas. Her expertise spans trauma-informed peacebuilding, stakeholder consultations, public participation, and multi-stakeholder mediation. She brings systems design, strategic planning, and training to governments, corporations, and community organizations globally.

She also serves on the ASEAN Regional Forum's Expert and Eminent Persons Group for the U.S. Department of State and has been honored with awards such as the National Association for Community Mediation's Community Mediation Movement Catalyst Award (2023).

Organizational Background



Mediators Beyond Borders International (MBBI) is a global peacebuilding organization dedicated to strengthening local skills for conflict resolution and promoting mediation worldwide. Founded in 2007 with a vision of people-centered peacebuilding, MBBI develops multidisciplinary, collaborative, and sustainable approaches to conflict transformation.

MBBI has mobilized over 300 professional mediators and specialists, supporting local partners in 42 countries through mediation, negotiation, dialogue, trauma-informed peacebuilding, and post-conflict reconciliation. Its programs emphasize community-led design, systems thinking, and sustainable development, ensuring solutions are context-specific and inclusive.

With Special Consultative Status at the UN Economic and Social Council (ECOSOC) and recognition as an Observer Organization to the UNFCCC and COP, MBBI plays a vital role in advancing mediation, climate justice, and collaborative peacebuilding across global and grassroots levels.

Training Details & Accreditation

Duration: 5 Days (40 Hours)

Dates: December, 2025

Venue: Oil And Gas Training Institute (OGTI), Islamabad

Accreditation: The training is accredited by the International Mediation Institute (IMI) and Civil Mediation Council (CMC) and aligns with Pakistan's ADR Accreditation Rules of 2023.



Global & Local Career Prospects for Mediators

The demand for trained mediators is rapidly growing, both in Pakistan and internationally. Globally, mediation is widely recognized as a cost-effective alternative to litigation, with institutions such as the Mediators Beyond Borders International (MBBI), Singapore International Mediation Centre (SIMC), Malaysian International Mediation Center (MIMC), Qatar International Court and Dispute Resolution Centre (QICDRC) and IMI leading the field. The ratification of the Singapore Convention on Mediation further strengthens the role of mediation in cross-border commercial disputes.

In Pakistan, mediation is gaining momentum as an essential component of the judicial and business ecosystem. With the ADR Accreditation Rules of 2023, Court-Annexed Mediation Centers, Ministry of Law and Justice notified Private Mediation Centers and increasing corporate adoption of mediation, trained mediators are well-positioned for career growth in legal practice, corporate conflict resolution, and institutional ADR roles.

Ideal Cases for Mediation

Mediation serves as an effective solution for a wide range of disputes, offering fair, efficient, and amicable resolutions while reducing the burden on the court system.

Family Disputes	Community Disputes	Tort Disputes	Property Dispute	Fin-Tech Disputes
Commercial Disputes	Climate Justice Disputes	Inter-State Disputes	Media Industry Disputes	
Intellectual Property Disputes	Maritime Disputes	Workplace Disputes	Aviation Disputes	Other Disputes

Who Should Attend?

This training is designed for professionals across legal, corporate, and public sectors who are involved in managing, resolving, or advising on disputes. It is especially beneficial for:

Legal Professionals (Independent & In-House Counsel): Ideal for lawyers seeking to broaden their dispute resolution toolkit beyond litigation. This includes independent practitioners, corporate legal teams, and law firm associates who regularly deal with contractual, regulatory, or institutional disputes.

Human Resource Professionals: Those handling legal reform, workplace conflict, or employee grievances. Mediation offers a strategic tool to align with global ADR practices and resolve internal issues efficiently.

Judicial & Legal Development Practitioners: Those involved in legal reform, access to justice initiatives, or overseeing court-annexed mediation systems who wish to align with international best practices in ADR.

Corporate Executives & Senior Management: Leaders and decision-makers aiming to integrate mediation into workplace governance, team dynamics, and internal conflict resolution frameworks. The course supports a culture of early dispute resolution within organizations.

Government Officials & Policy Makers: For professionals working in regulatory bodies, ministries, or public institutions seeking to incorporate mediation into administrative decision-making, public grievance redressal, and legislative frameworks.

Additional Training Opportunity

In addition to the accredited mediator training, ADRIC and MBBI offer a specialized **Mediation Representation/Advocacy Course** for legal teams and senior management.

This program focuses on:

Training Outcomes

- How to effectively represent parties in mediation sessions.
- Negotiation strategies and dispute resolution techniques.
- Legal considerations and framework for mediation in Pakistan.
- Participants have the opportunity to earn IMI accreditation by completing an additional online session and assessment, available for a fee of £75 GBP.

Duration: 2 days (for those new to mediation) or 1 day (for experienced professionals).

Customization: Can be adapted to include mediation case law(s) relevant to Pakistan.

Program Fee

PKR 350,000 (plus 3% SST)

Early Bird Discount

PKR 280,000 (plus 3% SST)

Deadline: August 10, 2025

Group Rate (Group of Four Members)

PKR 297,500 (plus 3% SST) per head

Assessment Charges: GBP 100

Payable post-certification upon opting for EMS-accredited certificate.

Training key stakeholders will facilitate the seamless integration of mediation practices across the organization, enhancing dispute resolution efficiency and contributing to stronger socio-economic outcomes across all sectors.

Contact us



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