

# East Coast NVC Mediation Immersion Program with Ike Lasater & John Kinyon

Developing skills for “mediating your life” & being a mediator or  
trainer-practitioner of NVC mediation

*Deepening presence, personal growth and NVC skills*

January – September, 2010

Retreats held on Jan 14-19, April 7-12, and July 8-13, 2010  
In the northeastern U.S. – Boston, MA and New Lebanon, NY

*“John and Ike's mediation training has offered me the steepest learning curve I have found for  
incorporating NVC into my life.” – class participant*

## **This training supports learning and skill development to:**

- ~ Facilitate people in conflict feeling heard by each other and connected to their shared humanity
- ~ Empathically connect to others’ experience in challenging conflict situations
- ~ Translate judgments into need language with greater ease and naturalness
- ~ Return to presence and connection in the midst of the intensity of conflict
- ~ Express yourself from connection with needs, and make and support others in clear requests and collaborative solutions

## **The training develops abilities in various conflict contexts:**

- ~ Effectively mediate as a “third side” professionally or in your role at work
- ~ Lend your skills informally to support people in your life in conflict
- ~ Peacefully resolve conflicts *you* are having with others
- ~ Transform warring voices in your own head
- ~ Apply mediation skills to conflict coaching and working with groups

## **Overview**

Our NVC mediation program involves 3 five-day residential retreats coupled with learning and practice activities in between the retreats. The program is designed to be a learning community that supports you to develop your abilities to apply NVC skills to being a mediator and to “mediating your life” in all aspects of conflict - inner and outer, in your own life as well as others’. You will learn to facilitate:

- people in conflict feeling heard to their satisfaction by each other
- being connected at the level of shared human needs
- finding solutions through making clear, present time, action language requests to meet one’s needs to contribute to self and others

Central to the program is that NVC mediation skills are learnable and that when applied holistically a person can remain connected to their own needs and productively assist in the resolution of conflict both internally and externally, formally or informally. The program provides an intensive, in-depth experience with the language, skills and consciousness of NVC applied to mediating conflict in all types of situations -- from legal to business/organizational to personal, family and community relationships. Our training is based in the mediation process developed by NVC founder Marshall Rosenberg and is centered in a "three chair learning model" (see below). Our goal by the end of the year long program is that you will experience confidence and effectiveness with these skills in all aspects of conflict in all aspects of your life. Also central to the program is that we (Ike and John) use the NVC mediation skills to facilitate group decision making and learning in a way that creates safety, connection and enjoyment of the learning process.

In addition to greater ease and success mediating conflicts, many participants in our trainings have reported accelerated development in their NVC skills, their capacity for presence and personal growth within themselves and in their relationships.

There is also the option of continuing in the program for a second and third year. For those who wish to continue, you will have the opportunity to deepen your learning through coaching and supporting participants in their first year of the program. You will also receive support to develop your skills coaching others and becoming a trainer in NVC mediation, and to create a sustainable livelihood doing this. Tuition for second and third years is ½ the tuition request for the first year.

*The first retreat is open to those who only wish to sign up for one retreat and may or may not choose to continue on for the year long program. The second and third retreats will only be for those completing the one year program.*

## **The Training Program**

### The training includes:

- 3 five-day intensive residential retreats over a 9 month period
- monthly joint teleconference sessions over an 11 month period (includes 2 months after the 3<sup>rd</sup> retreat to support extension and integration of the training into life goals and next steps in personal action plan
- weekly telephone dyad and triad practice with fellow participants
- individual self-connection and skill-building practices
- support from assistant trainers and during and in-between retreats
- guest presenters on monthly conference calls

### Logistics and Registration

- Residential retreat dates: Jan 14-19, April 7-12, and July 8-13, 2010.
- Retreats begin at 7pm in the evening (includes dinner beforehand) and end at noon on the last day (includes lunch afterwards).
- Location of retreats:
  - January retreat: The Walker Center, Greater Boston, MA [www.walkerctr.org](http://www.walkerctr.org)
  - April & July retreats: The Abode, New Lebanon, NY (upstate) [www.abode-of-the-message.org](http://www.abode-of-the-message.org)
- Prior NVC experience requested: A foundations of NVC class/workshop, or equivalent
- For an application or questions on the Jan. retreat or Immersion Program: Email [shivanicarroll@gmail.com](mailto:shivanicarroll@gmail.com), or [suvandana7@optonline.net](mailto:suvandana7@optonline.net)
- See **Financial Information** section below.

### Program Description

At the heart of our program is the conviction that increasing your capacity to be with conflict and intervene productively involves *learnable skills*. Emphasis is placed on seeing one's relationship with conflict as a life practice of returning to presence (i.e. mindful awareness) and mediating from empathic connection with the needs of self and others and making clear, "doable" requests moment to moment. Daily, weekly and monthly practices for learning and skill building with oneself and others in the program between retreats are offered and encouraged to integrate and extend the learning into everyday life.

The training offers a five-step model, nine mediation skills, a pre-post mediation framework, four mediation contexts (internal, self-other, informal and formal), mediator self-care and a learning/growth cycle, and applications to conflict such as the engagement call, conflict coaching, mediating with groups, "accreted" mediation and reconciliation with deeper interpersonal pain. The NVC mediation process is also used to transcend inner conflicts and outer challenges regarding professional development issues such as sustainability, livelihood and relationship with money. In the mediation role plays, there are ample opportunities if you choose to work with conflict experiences from your own and others' lives and explore questions meaningful to you and your life and work.

Each of the three residential retreats has a particular theme or focus, and each successive retreat builds upon and reinforces the learning of previous retreat(s).

- The first retreat focuses on the foundational elements, skills and learning modules and frameworks of Ike and John's approach to NVC mediation.
- The second retreat provides opportunities for deepening and integrating previous learning, including longer practice time in the mediator chair, as well as further development of skills integrating the mediation contexts of internal, self-other/interpersonal and informal.

- The third retreat offers opportunities for more extended practice time mediating and going more deeply into applications of the mediation process.

In between the retreats, participants are offered daily self-connection and self-learning practices to do, as well as opportunities for weekly “empathy buddy” partner dyad practice and triad mediation practice with fellow participants and supported by coaching. There are also monthly 2-hour teleconference calls with the whole group facilitated by Ike and John to talk about ongoing practice and learning issues and questions, and to role play challenging situations. Guest presenters with expertise in various aspects of mediation and NVC applications to mediation will also present to the group via teleconference.

Following the 3<sup>rd</sup> retreat, there are 2 months of continued group teleconference calls to support extension and integration of the training into life goals and next steps in personal action plans, as well as further practice, support, and community with continued dyad and triad practice with others in the program.

### **Experiential Learning - The Three Chair Model**

At the heart of the training is a three chair process designed to create an experiential environment with multiple modes of learning based in real time feedback, in-the-moment coaching and self-directed learning. Communication and mediation skills and challenges are differentiated and layered in ways that you can direct the level of challenge and complexity within your particular learning zone. On a larger process level, the training itself is set up for you to “mediate your life,” with the opportunity to “put into the chairs” real conflicts from your own life and mediate meeting the needs of self and others in the group environment during the training.

In conflict role plays, you will learn by doing and receiving feedback from multiple perspectives. You will have the chance to play mediator and disputant, with roles rotating for optimal learning. Sitting in the mediator’s chair you’ll practice staying present and connected with yourself moment by moment and get real time coaching from us (Ike and John) as well as feedback from those in the disputant roles and from those observing. As disputant or observer, you then have the opportunity to move into the mediator’s chair and put into practice what you have just learned. There is a back and forth flow between experiential doing and “harvesting” together the learning from each role play and practice situation. There is also the flow between being in the whole group and breaking into small groups. Ike and John demonstrate, coach, facilitate and share their perspectives and experiences throughout, modeling as often as we are able the very skills we are offering.

In the role plays, you can put your own real conflict (internal or with another) “into the chairs” and receive the benefits of playing yourself in the conflict (and

receive empathy for yourself and understand for the other), and also to be able to play the role of the other in the conflict and receive a deeper compassion and understanding for them and greater peace and clarity for you.

### **About the Facilitators**

John's background is in psychology, psychotherapy and research and Ike's is as a trial lawyer for 20 years. Ike and John have each been training with NVC for over 10 years and have been developing and evolving their mediation approach for the past 7 years, beginning with a journey together to the Pakistan-Afghanistan border to work with Afghan tribal elders in early 2002, shortly after the bombings following 9/11. From this experience they saw first hand that despite at least eight languages being used and layers of cobbled-together, ad hoc translation, connection to universal human needs and the NVC mediation approach worked even with a real dispute that came alive in the room during the training. Their mediation training now includes telecourses, workshops, residential retreats and year-long training programs in the U.S. and a growing number of countries around the world including Sweden, Holland, Poland, Hungary, Australia and New Zealand.

Regarding their mediation practices, they have facilitated individually and as a team on just about every level of human relations since 2002, including work with couples, families, communities, businesses, legal contexts and institutions. Their mediation work has included an entire graduate faculty of the University of California at Los Angeles, the Executive vice Chancellor and all the vice chancellors at another UC system university, legal contexts including work with the Federal District Court in San Francisco, executives, estranged business partners seeking to dissolve their business ties while preserving the value in their business, intimate partners deciding whether to split up, and if so, needing help with child custody and visitation agreements, property division and support issues, families with inheritance issues, faculties and administrations of alternative schools, and individuals and groups desiring conflict coaching and communication training support. For more information about John and Ike, visit their websites: [www.johnkinyon.com](http://www.johnkinyon.com), and [www.wordsthatwork.us](http://www.wordsthatwork.us). If you would like, see **Testimonials** section further below.

### **Financial Information:**

#### Total Program Financial Contribution Amount:

The total financial contribution for the program is a Retreats Cost amount and a Tuition amount. The Retreats Cost amount will be approximately **\$195-530 per retreat**, depending on chosen options and the retreat center (see below for more info). In addition there is a request for Tuition/Financial Support for Facilitators and Organizers of **\$2,400-5,000** for the immersion program (see below for more info).

**If you are interested in being in the program but believe you cannot afford what we are asking, see the Waiting List section below for more info.**

Retreats Cost Amount: \$195-530 per retreat

The amount you choose is *due before each retreat starts* to cover your own personal retreat costs, as well as to contribute to the overall basic expenses for each retreat such as the room and board for the facilitators and organizers, workshop expenses, administrative time, energy and resources.

January at The Walker Center, ([www.walkerctr.org](http://www.walkerctr.org))

Resident \$460

Commuter, w/ 3 meals \$285

Commuter, w/ lunch only \$195

April and July at The Abode ([www.abode-of-the-message.org](http://www.abode-of-the-message.org))

Resident \$530

Commuter w/ 3 meals \$305

Commuter w/ lunch only \$230

Tuition/Financial Support for Facilitators and Organizer: \$2,400-5,000

To support the work of Ike and John as facilitators and BayNVC as the organizer of the retreat, and to support the growth and contribution of NVC in the world, we ask that you give as high as you can afford and would enjoy giving on a scale from \$2,400-5,000 tuition for the year long program, which is in addition to your Retreats Cost amount. See Payment Options below.

Waiting List

If you would like to be part of our program and believe you cannot afford the Retreat Costs or Tuition amounts, we would still like you to complete the Application Form, indicating the amount you would be willing to give. We will then place you on a waiting list and do our best to include you, depending on factors such as the overall enrollment. We would also be very willing to have a conversation with you over the phone to discuss your situation and desire to be part of the program. Please let us know if you would like to set up such a conversation. We will try to let you know about being invited or not into the program as soon as we can about this decision and at least 3 weeks prior to the start of the first retreat. We will do our best to include everyone who wants to attend and balance this with meeting our needs for sustainability. See info on **personal fundraising** at the end of this document.

Payment Options for Tuition Amount:

#1) Total tuition amount *before* start of first retreat (Jan 2010)

#2) 1/3 total tuition amount *before* start of first retreat (Jan 2010)

1/3 total tuition amount *before* start of second retreat (April 2010)

1/3 total tuition amount *before* start of third retreat (July 2010)

#3) 1/3 total tuition amount *before* the start of first retreat (Jan 2010), and then 8 monthly payments starting in February and ending before start of third retreat (July 2010)

Payment Mechanisms:

#1) Post-dated checks (This is our preferred method: It saves us bank fees and time)

#2) Authorizing us to charge a credit card on the 1st of the month of your payment option

Cancellation Policy

If you cancel or change your registration two or more weeks prior to the start of the residential retreat, you will be asked to give a \$50 administrative fee. If you cancel within less than two weeks notice of the start of a retreat, in addition to the \$50 administrative fee, there may also be other costs that the retreat center will charge us for making this change. We ask that you be responsible for and asked to pay any other additional costs incurred by BayNVC due to changes in registration that we cannot recover.

Testimonials from Ike and John's NVC mediation trainings

I continue to bask in the afterglow of the training, and I am realizing how much I "grokked" from that 5-day immersion. I realized some years ago that the way I learn is through a process of digesting my experience as opposed to remembering facts, and I later see how the learning expresses itself in ways unique to me. That expression is exactly what I am experiencing in the training's aftermath; I'm finding myself thinking and speaking more often from an NVC perspective. I'm wanting you to know that yours and Ike's teaching styles, methods and examples of embodying and living NVC, along with the additional reinforcement by the assistants, resulted in the richest learning experience of any training, workshop, seminar, etc. in my life.

**- Rick Robbins**

The mediation class was my pathway into grasping NVC in a deeper way. The immediacy and aliveness of the role-plays highlighted the value of having fluency in NVC skills and therefore motivated me to take my learning to a deeper level. The structure of the class facilitates learning in a way that works very well for me. There is just the right amount of theory to help us get started, with the larger portion of the class left to dynamic role-plays with excellent coaching from the teachers. I think you teach really well together. It's very helpful having two teachers. The class is dynamic and engaging.

**- Holly Wilder**

Dear John and Ike, the NVC mediation classes taught by John and Ike are great fun. Everyday, I can practice the learning at my family's kitchen table, at work, on the street, on the phone, but especially within myself....It's powerful stuff and it's made a huge difference in my world. Thanks, guys

**- Deborah Goldblatt**

I have thoroughly enjoyed John and Ike's NVC mediation series - so much so in fact that I am about to start my third series. Taking the mediator role has put me in situations where I really need to get in touch quickly with my own feelings and needs and those of the characters in the role plays. This is challenging, but the challenge has encouraged me to spend more time between classes practicing and studying NVC. I am now very enthusiastic about using NVC in real mediation situations in my own career.

**- Newt Bailey**

The mediation series provided me with practical yet powerful skills for resolving conflict - in my own life and the lives of others. I've been a "peacemaker" at heart all of my life. However, prior to this training, I didn't have the tools to translate my intention into action. Since the workshop I have gone on to do several successful mediations with clients in my private practice as well as friends and family. If only I would have learned these skills 15 years ago! John & Ike's mastery of the material, depth of experience and integrity in living the process are exceptional. I highly recommend this training!

**- Chris Kresser**

Taking a mediation series with you and Ike was one of my most enjoyable and fun learning experiences in recent years. I've taken various NVC classes over the years but the mediation class taught me NVC more powerfully than anything else. I began to see for the first time the power, the simplicity, and elegance in the NVC model. I am really excited to continue deepening my NVC and mediation skills.

**- Tiko Shah**

John and Ike's warmth and infectious humor are exceeded only by their deep and far-ranging skill in teaching and demonstrating NVC mediation. I watched them meet each student exactly where she was, support them to go farther at their own pace, and lend their vast experience to our collective growth. I felt inspired by their own examples as mediators, and empowered to show up in a conflict with the tools and confidence to help all parties retain their humanity and find common ground. I recommend this course to anyone who expects to encounter a conflict during the remainder of their lives.

**- Jill Nagle**

The mediation class engaged my brain and my heart. It was the first time I was able to focus on empathy in a way that was very clear to me. I did not choose a side, or make a decision on who was clearly right and clearly wrong as my culture and community have trained me. Mediation gave me the gift of practicing genuine mediation while holding space for two people who need to have voice. Mediation also directly impacted my ability to be a manager at an agency that is dedicated to social justice. I now realize that social justice comes from within an agency and feeds the community it serves. If the people in the agency can be in connection with each other in a way they enjoy, then our mission has a firm foundation. Finally, NVC gave me a clear path to embody observation, feelings, needs and request. It is a part of me that now serves my self and others. I feel very confident in living non violent communication.

**- Nicki Guard**

### **Personal Fundraising:**

You may choose to do personal fundraising to help mitigate these costs. We have listed some fundraising ideas below. Please note, to be in harmony with U.S. tax law these donations **cannot** be run through BayNVC as a tax deductible donation.

#### Ideas for personal fundraising:

1. Ask people in your network of family, friends, and community if they'd enjoy contributing financially to you participating in this training program.
2. Ask local organizations of which you are a part if they'd like to sponsor you
3. Offer introductory NVC sessions in your community and ask for donations
4. Organize unrelated fundraisers, e.g. bake sales, garage sales, etc.
5. Ask others to hold garage sales for you
6. Organize a fundraiser dinner: invite friends and ask for donations
7. Hold an "empathy" booth or "mediation table" at a local café or farmer's market, with a donation basket
8. Seek small grants