

# 9-Month Program in NVC Conflict Resolution

with Ike Lasater & John Kinyon:  
*Developing presence, personal growth, and NVC skill  
through mediating conflict*

September 2008 – June 2009

Retreats held on September 16-21, 2008, February 19-24, and June 11-16, 2009  
In beautiful Napa/Sonoma wine country

*“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 program provides a learning context for you to:

- Maintain presence, connection, and centeredness in the midst of conflict
- Empathically listen to others in challenging situations
- Translate judgments into need language with ease and naturalness
- Facilitate people hearing each other's needs
- Support clear requests and collaborative solutions

## **Overview**

Many participants in John and Ike's NVC Conflict Resolution classes and workshops have reported accelerated development in their NVC skills, their capacity for presence, and growth and healing in their relationships. The training is based in the mediation model developed by NVC founder Marshall Rosenberg, Ph.D. and provides skill building towards applying NVC to conflict in all types of situations -- from legal to business/organizational to personal and family relationships -- and in four main contexts -- internal, interpersonal, informal, and formal.

## **Program Outline**

In this new 9 month program, Ike and John expand and deepen the training they have been evolving in their classes and workshops over the past 6 years. The 9 month program will involve three 5-day intensive residential retreats, monthly joint teleconference sessions, weekly telephone triad role play practice with fellow participants, and individual self-learning and skill-building practices. The program will also include support from other collaborative trainers, guest speakers at the retreats, and the option of attending weekly Wednesday

afternoon classes and periodic weekend intensive workshops at the BayNVC office in Oakland, CA.

Each of the three residential retreats will have a different theme or focus, and each successive retreat will build upon the previous retreat(s). The first retreat focuses on practicing the basic elements of the formal NVC mediation process, including: self-preparation work, the five-step model, the eight skills, and the learning cycle. Emphasis will be on mediating from presence and developing presence through mediation. There will be ample opportunity for participants to bring in their own experiences with conflict to work with. Daily practices for learning and skill building will be offered and encouraged throughout the training and utilized for individual practice between retreats.

The second retreat will offer a deepening of the formal mediation skills while adding practice with the other contexts of mediation: internal, interpersonal, and informal. Participants will learn how conflict resolution skills apply to group process and experience these skills in action throughout the retreat.

In the third retreat, the added focus will be on aspects of the context surrounding the mediation process, including “accreted” mediation, pre-mediation sessions, conflict coaching, and other contextual and professional dimensions. In each retreat, there will be ample opportunity for participants to bring in their own experiences of conflict to work with and their questions about mediation to explore with the group.

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

At the heart of the training is the three chair learning model. You will learn by doing and by receiving in-the-moment coaching and real time feedback from multiple perspectives. You will have the chance to play mediator and disputant in conflict situation role plays. Roles rotate 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 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 stopping to “harvest” together what is learned from the role plays. There is also the flow between being in the whole group and breaking into small groups. Ike and John actively coach, facilitate, and share their perspectives and experiences throughout.

## **About the Facilitators**

John and Ike have been developing and evolving their approach over the past 6 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. 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).

## **Practical Information**

Program consists of:

- 3 retreats
- 7 teleconference sessions
- Weekly practice with fellow participants (by phone)
- Individual self-learning and skill-building practices
- Option to join weekly Wednesday afternoon classes and periodic weekend intensive workshops at BayNVC in Oakland, CA

Logistics and Registration:

- Retreat dates: September 16-21, 2008, February 19-24 and June 11-16, 2009
- Starting/ending times of retreats: 7pm on first day, 12pm on last day
- Location of retreats: Mountain Home Ranch in Calistoga, CA
- Requested experience: A BayNVC Foundations of NVC class, or equivalent
- Requested tuition: \$3500-6000 (doesn't include cost of retreats)
- To apply or questions: Email [nvcmediation@johnkinyon.com](mailto:nvcmediation@johnkinyon.com), 510-222-5574

## **Testimonials from Ike and John's classes and workshops**

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**