THE CHADWICK MODEL OF CONFLICT RESOLUTION
A FACILITATED PROCESS

Why this non-traditional approach and why all this time?
This structured, facilitated process is not how most of us learned to conduct group meetings and it appears to require a great deal more time. Why?
- If previous efforts have not achieved the desired outcomes, why do what we have always done?
- We must change the way we talk about issues, which takes a new approach and it takes time.
- The current situation or conditions were not created overnight.
- Consequently, solutions will not come in a few quick meetings. (Building Rome comes to mind.)

Main Concepts
- Non-traditional, structured, and facilitated group process.
- Non-oppositional – focuses on developing solutions rather than defending positions.
- Everyone is heard - Everyone listens – with respect.
- Participants learn the process and how to use it independently in future efforts.

General Strategies
- Starts by establishing the process and participants’ individual roles/interests in the current effort.
- Specific, focused questions are developed by the facilitators in collaboration with participants.
- Diverse small groups (5 to 7 people) respond to questions that seek to develop understanding, develop a vision for the future, and strategies and actions for achieving that vision.

General Schedule

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<thead>
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<th>Session 1</th>
<th>Session 2</th>
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<td>o Introduce the process.</td>
<td>o Continue learning the process.</td>
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<td>o Establish communications, and a vision for our best possible outcomes.</td>
<td>o Continue clarifying the issues.</td>
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<td>o Begin clarifying issues to be addressed.</td>
<td>o Explore beliefs, behaviors, strategies &amp; actions to achieve our best outcomes.</td>
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Session 3
- Develop consensus around priority strategies and actions.
- Identify next steps.

Use of Facilitators
- Facilitators are not consultants representing any single group.
- Facilitators do not bring recommendations, suggestions, opinions or answers.
- Facilitators guide the group to focus on best possible outcomes for all, assuring all voices are heard.

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