

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

Session 1

- Introduce the process.
- Establish communications, and a vision for our best possible outcomes.
- Begin clarifying issues to be addressed.

Session 2

- Continue learning the process.
- Continue clarifying the issues.
- Explore beliefs, behaviors, strategies & actions to achieve our best outcomes.

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.