



The Mediation Support Team ('Mediation Teaming')

"Helping you to get the best outcomes for yourself and your family through 'mediation teaming'- Working with the right professional team and resources to support your needs"- Author: The Divorce Manual and Director, Compass Resolution Ltd

The Purpose of 'Mediation Teaming'

To provide every separating couple, their children and family with an **inter-disciplinary family mediation professional team and resource support solution** appropriate to their needs and budget to enable and empower them to reach their own sustainable private children and financial agreements, in the most efficient and cost effective way, whilst giving them and their children the experience of being fully supported throughout their separation journey and beyond, into post separation and divorce recovery.

What is 'Mediation Teaming'

There are 4 key components to effective 'mediation teaming':

1. The Team

Family professionals (from different fields) working in a **cohesive joined up way** based on good practice and Standards (applicable to their professions)- Mediator/Coach/IFA/Solicitor

2. The services and skills

harnessing the **collective knowledge**, insights, experience and skills of all members of the family inter-disciplinary team of fully accredited family professionals (Solicitors, IFAs, Accountants, Actuaries, Parenting and Child experts)

3. The practice and process

working in support of the aims and principles of a **neutral facilitative solution and outcome focused process** (mediation), to provide separating couples with the right support material at a time it is needed most (see below), the most appropriate family professional at the right time (if and when required), in and outside the mediation process, (trained to work in and around mediation process) in the most efficient and cost-effective way

4. A central resource

supported by a **central resource website (The Divorce Manual)** in support of the professional and the separating couple working as teams and couples attempting to reach their own children and financial agreements and support the needs of the separated family



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The professional team

All members of the Mediation Team will be accredited in their own fields, familiar with mediation and experienced in working as part of a team.

They will share the aim of assisting and advising their clients in a way that informs and empowers them to be able to make decisions and reach outcomes together and for themselves in mediation which meets the needs of their children and as many needs and interests common to their client and their partner/spouse, as possible (whether working in a neutral capacity or representing one of the mediation clients)

Mediators

Mediators work with separated couples in a pragmatic and constructive way with the purpose of helping and supporting them to reach their own solutions and outcomes together in mediation according to the principles of mediation.

Divorce Coaches

Divorce Coaches help their clients to build their capacity (clarity, confidence and courage) developing a conflict resolution competency so that, among other things, their clients go to mediation empowered, enabled and motivated to work with the mediator and their former partner to reach important decisions together.

Solicitor in support of the mediation process

The family solicitor in support of mediation assists and advises their client in a way that informs and empowers them to negotiate for themselves in mediation and reach outcomes which meet the needs of the children and as many needs and interests common to their client and their partner/spouse, as possible

It is recommended that only Family Solicitors who are also trained mediators and/or collaboratively trained practitioners be used because of the nature of the mediation team model of dispute resolution and the need for training, skills, experience and understanding of this area of work.

IFAs and Financial Neutrals

Financial Neutrals provide neutral, impartial and balanced information and support to the clients and assist them in a way that informs and empowers them to negotiate for themselves in mediation and reach financial outcomes which meets the needs of the children and as many needs and interests common to both parties as possible.

IFAs can also work with one of the clients to support their understanding, enabling and empowering them to work more effectively within the mediation team model.

Neutral property experts

The property expert provides neutral, impartial and balanced financial information and neutral valuation report(s) where necessary to the clients and assists them in a way that informs and empowers them to negotiate for themselves in mediation.



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Accountants

The neutral accountant provide a neutral, impartial and balanced financial information providing neutral valuation reports where necessary to the clients and assist them in a way that informs and empowers them to negotiate for themselves in mediation in respect of a range of matters relating to business interests, tax and other matters requiring accountancy input.

Accountants can also work with one of the clients to support their understanding, enabling and empowering them to work more effectively within the mediation team model ('Shadow accountants').

Actuaries/Pension expert

A Pensions expert (Actuary/IFA) provide detailed reports about pension options pensions enabling the separating couple to make informed decisions in mediation about their pensions. These days, pensions and how to make the most of them is a complex matter and pensions can vary a great deal

Parenting experts

Parenting experts specialise in helping couples with building and maintaining their coparenting relationship in a way that works best for themselves and their children. These experts come from a range of disciplines such as coaches, psychologists, psychotherapists, counsellors and others.

Child experts

Child experts specialise in supporting children from separated families in respect of a wide range of needs. Some meet with children to ensure that their voices are heard and understood in the mediation process. Others work with children and their parents directly

Summary

The mediator will work closely with you and your former partner in mediation to ensure that you receive the most appropriate support (Professional and Resources) at the right time, when you need it most, in the most efficient and cost-effective way, to enable you to reach a successful outcome together.

That is 'Mediation Teaming'.

Good luck

John E Hind

Author-The Divorce Manual