







1. INTRODUCTION TO ADR

 Target group: Young people aged 16-30 Youth workers aged 18+	 Group size: 6 minimum
 Duration: 90 - 120 minutes	 Type of activities: Drama exercises Active involvement
 Resources: Standard	 Atmosphere needed: Safe space for sharing

Aim



Introducing Alternative Dispute Resolution (ADR) methods as a way of solving conflicts.

Learning Outcomes

- Identifying what are the causes of conflict.
- Understanding what is the role of conflict in society.
- Learning about various conflict resolution methods and differences between them.
- Understanding the benefits of conflict resolution methods based on needs of the conflicted parties and with their active role in solving them.

EXERCISE 1. PEOPLE VS. PEOPLE

(10 MIN + 15 MIN DEBRIEFING)



Preparation

Before you start prepare cards for participants.

There should be three types of cards with following commands:

- a. All people in the room should sit on the floor.
- b. All people in the room should be in a circle.
- c. All people in the room should be in a corner of the room.

Prepare as many cards as there are participants. Give out the same number of each set of cards to the participants (e.g. four As, four Bs, and four Cs, one more in one or two groups is fine). Fold the papers so the writing is not visible to participants. Shuffle all the cards together.



Instruction

This task allows participants to experience conflict without knowing the causes for it and the reasoning behind conflicted parties.

Distribute the cards among participants; alternatively, you can stick the cards to the bottom of the chairs in the room. Once everybody has a card, instruct him or her that each of them has a task written on them that he or she should finish within seven minutes. Rule: once participants open the cards they cannot talk to each other or reveal their cards. The game ends when everyone accomplishes his or her task or if the time runs out. If some participants feel that they have not accomplished their task, the exercise should continue.

As a facilitator you need to make sure everyone follows the rules. After some time, participants may realise that their tasks might be in conflict. Allow them to get frustrated and angry. If the game gets violent, immediately finish the exercise.

Debriefing



Once the exercise is over, invite participants to sit around in a circle. Ask them about:

- their feelings (are they satisfied or frustrated, what is the reason for their feelings?);
- the process (what has happened during the exercise, did they experience conflict, why there was a conflict?);
- the result: is it possible to accomplish all of the tasks? (the answer is YES: all participants may sit at the same time in a circle in a corner of the room);
- reference to real life (do similar situations happen in real life, can you give some examples?)

EXERCISE 2. BRAINSTORMING IN THE CIRCLE (10 MIN + 5 MIN DEBRIEFING)

First ask participants in the circle to brainstorm about causes of conflicts. Why do we have conflicts? Later, ask them to give you ideas about possible conflict resolution methods. What methods of solving conflict do they know? Put proposed conflict resolution methods on flipchart. Examples: fight, avoiding, asking a friend for help, asking a parent to make a decision etc.

Debriefing



Ask participants to identify differences between solutions. You can ask them about the decision making process, which ways involve more violence than others, which ways they use most often. Ask them to give concrete examples of conflicts and how there were solved.

EXERCISE 3. CASE SCENARIOS

(45 MIN + 15 MIN DEBRIEFING)



Preparation

Print out the roles and get familiar with the conflict description.

Conflict description

A famous high school is well known owing to the musical talents of its students. The whole school is very excited about an upcoming school festival on 15th May. There are lots of decisions to take before the event. The programme needs to be completed as soon as possible but there is a conflict between two groups, the ballet dancers and the rock band. Both groups want to have their big event on 15th May and both want to rehearse in the same room at the same time for two weeks before the event.

(The details of the various role plays can be found in the attached sheets.)

The situation needs to be resolved as soon as possible.



Instruction

This task will show participants differences between various methods of solving conflicts and which of them can be identified as ADR (Alternative Dispute Resolution). Participants will understand the characteristics of ADR methods and the differences between them.

Participants will improvise in four groups short scenes based on conflict scenarios that suggest different ways of solving conflicts:

1. Litigation
2. Conciliation
3. Mediation
4. Negotiation

Each group will get the same conflict scenario but the way of solving it will be different.

Each scenario has 3 short roles:

1. describes the conflict from the perspective of the ballet dancers;
2. describes the conflict from the perspective of the rock band members;
3. describes the task for a person who will assist in solving the dispute.

One group will receive only roles 1 and 2 and will try to solve the problem without a third party.

Each role in each group can be played by more than one person. You can also ask some participants to be observers during the performances and take notes about the process of decision making.

Divide participants into four groups and distribute the roles to them individually. Tell them not to share the role with others. Introduce participants to the conflict description (as above).

Ask participants from scenario 1 to improvise a scene to show how the conflict could be solved according to the description they received. Continue with the rest of the scenarios.

Each group has 6-7 minutes to prepare and 5 minutes to perform. Ask participants to really get into the role and act it out, including the emotions and interests of their role.

If some participants act as observers, ask them to make notes on the following aspects:

1. What was the role of the third person? Where did his or her authority come from?
2. Who made the final decision?
3. Could the parties have made the final agreement themselves?
4. How did the third person behave?



Debriefing

After presentations from all teams ask the actors and the observers (if you had them) how the conflict was resolved and which methods they used. What was the third party doing? Who made the judgment? Which rules were followed? Put the answers on flipchart in the following manner:

Scenario 1	Third person makes judgment. He has external authority. Parties have little influence on the judgment. There are exterior rules to be followed.
Scenario 2	Third person gives recommendations, parties make judgments. Authority comes from the parties. Parties decide how to resolve the conflict according to external authority's suggestions. Parties establish their own rules.
Scenario 3	Parties make the final decision. Authority comes from the parties. Third person helps parties to listen to each other, asks questions, deals with emotions but they make their own judgments.
Scenario 4	No third party: parties make the final decision and do everything by themselves.

Once you have covered the aforementioned bases, explain that each conflict scenario focuses on a different method of resolving conflicts. Ask participants if they know the name of the various conflict resolution methods? Do they know any differences between them? It is all based on who has authority and who makes the judgment.

Final judgment comes from the third party

Parties come to the decision themselves

OUTSIDE SOLUTION

INSIDE SOLUTION

ADR are methods focusing on inside solutions based on parties' own interests and needs.

Litigation	Conciliation	Mediation	Negotiations
	ADR	ADR	ADR

And one of ADR is mediation, which we will discover in the next workshops.

CONFLICT DESCRIPTION - ROLE PLAY DETAILS

- **(Scenario 1) Ballet dancers in a school club**

You are a group of ballet dancers in a local school club. You practise classical dances and love classical music, which are both part of the tradition and prominent history of your school. Every year you and your group want to take part in a national school dancing championship. You have never qualified and this year may be the last chance for you to pursue your dreams. According to the rules, you need to choose a date for a performance that will be watched by a special jury. You chose May 15th because it coincides with a big school festival so you can be sure that you will have a full audience and you can collect some money to enable you to travel to the next round of the competition, which will take place in the capital. Also in previous years, you were performing during this day. **There is place only for one artistic performance during the festival.** You have been working very hard on your performance, many of you are planning a career in the arts in the future and this event is the only way for you to be recognised. **You want to rehearse in the assembly hall beforehand so that your performance is perfect and it**

is very hard for you to find another time to do that. Unfortunately, the rock band in the school has different plans and wants to take your place in the rehearsal room and at the festival.

You were invited to talk to the director about the conflict with members of the rock band.

- **(Scenario 1) Members of a rock band**

You are members of a music band now overseen by a new, young, energetic teacher. For many years you had to perform classical music but now you are finally free to play what you love – rock! Most of you are not popular or even were bullied in the school so this is the big chance for you to finally be cool! You have already formed a band and are planning to give your first big concert for other school students. You want to perform on 15th of May when there is a big school festival and all students gather in the school assembly hall. You are also planning to raise some money for charity as two of your band members are sick and need some medical treatment. **There is place only for one artistic performance during the festival. You also want to rehearse in the assembly hall beforehand and you cannot change the time of your rehearsals because some of you live very far from the school and need to get to the rehearsal by bus.** You really want to be there. Unfortunately a ballet dancers' group has different plans and wants to take your place in the rehearsal room and at the festival.

In order to solve the conflict with ballet group you were invited to talk to the director of the school.

- **(Scenario 1) School director**

You are a director of the school. You are the most important person in the school and want everyone to listen to you and obey the school rules. You know there is a conflict between ballet dancers and rock band. You have to solve it as soon as possible, before the big school festival on 15th of May. Your opinion is the most important. You will listen to their arguments but will also lecture them about proper behaviour. In the end you make a final decision that is non-negotiable and everyone should obey.

- **(Scenario 2) Ballet dancers in a school club**

You are a group of ballet dancers in a local school club. You practise classical dances and love classical music, which are both part of the tradition and prominent history of your school. Every year you and your group want to take part in a national school dancing championship. You have never qualified and this year may be the last chance for you to pursue your dreams. According to the rules, you need to choose a date for a performance that will be watched by a special jury. You chose May 15th because it coincides with a big school festival so you can be sure that you will have a full audience and you can collect some money to enable you to travel to the next round of the competition, which will take place in the capital. Also in previous years, you were performing during this day. **There is place only for one artistic performance during the festival.** You have been working very hard on your performance, many of you are planning a career in the arts in the future and this event is the only way for you to be recognised. **You want to rehearse in the assembly hall beforehand so that your performance is perfect and it is very hard for you to find another time to do that.** Unfortunately, the rock band in the school has different plans and wants to take your place in the rehearsal room and at the festival.

You contact a famous musician to ask for suggestions or recommendations about how this conflict should be solved.

- **(Scenario 2) Members of a rock band**

You are members of a music band now overseen by a new, young, energetic teacher. For many years you had to perform classical music but now you are finally free to play what you love – rock! Most of you are not popular or even were bullied in the school so this is the big chance for you to finally be cool! You have already formed a band and are planning to give a first big concert for other school students. You want to perform on 15th of May when there is a big school festival and all students gather in the school assembly hall. You are also planning to raise some money for charity as two of your band members are sick and need some medical treatment. **There is place only for one artistic performance during the festival. You also want to rehearse in the assembly hall beforehand and you cannot change the time of**

your rehearsals because some of you live very far from the school and need to get to the rehearsal by bus. You really want to be there. Unfortunately a ballet dancers group has different plans and wants to take your place in the rehearsal room and at the festival.

You contact a famous musician to ask for suggestions or recommendations about how this conflict should be solved.

- **(Scenario 2) Famous dancer**

You are a famous musician in a town who sometimes helps organise performances and concerts in school. You do not have any authority over school students but you are known as a good adviser. You know there is a conflict between the ballet dancers and the rock band and it has to be resolved before the big school festival on 15th of May. You will listen to both parties to the conflict and give them suggestions or recommendations about how it should be resolved.

- **(Scenario 3) Ballet dancers**

You are a group of ballet dancers in a local school club. You practise classical dances and love classical music, which are both part of the tradition and prominent history of your school. Every year you and your group want to take part in a national school dancing championship. You have never qualified and this year may be the last chance for you to pursue your dreams. According to the rules, you need to choose a date for a performance that will be watched by a special jury. You chose May 15th because it coincides with a big school festival so you can be sure that you will have a full audience and you can collect some money to enable you to travel to the next round of the competition, which will take place in the capital. Also in previous years, you were performing during this day. **There is place only for one artistic performance during the festival.** You have been working very hard on your performance, many of you are planning a career in the arts in the future and this event is the only way for you to be recognised. **You want to rehearse in the assembly hall beforehand so that your performance is perfect and it is very hard for you to find another time to do that.** Unfortunately, the rock band in the school has different plans and wants to take your place in the rehearsal room and at the festival.

You want to solve to conflict and you decided to consult senior student, who is well respected among fellow pupils.

- **(Scenario 3) Members of a rock band**

You are members of a music band now overseen by a new, young, energetic teacher. For many years you had to perform classical music but now you are finally free to play what you love – rock! Most of you are not popular or even were bullied in the school so this is the big chance for you to finally be cool! You have already formed a band and are planning to give a first big concert for other school students. You want to perform on 15th of May when there is a big school festival and all students gather in the school assembly hall. You are also planning to raise some money for charity as two of your band members are sick and need some medical treatment. **There is place only for one artistic performance during the festival. You also want to rehearse in the assembly hall beforehand and you cannot change the time of your rehearsals because some of you live very far from the school and need to get to the rehearsal by bus.** You really want to be there. Unfortunately a ballet dancers group has different plans and wants to take your place in the rehearsal room and at the festival.

You want to solve the conflict and you decided to consult a senior student, who is well respected among fellow pupils.

- **(Scenario 3) Senior student**

You are one of the students in school that is not involved in ballet or music classes. You are in your senior year and are well respected among fellow pupils. You know there is a conflict between the ballet dancers and the rock band. You will listen to them and try to understand why there is a conflict and what it is that they need. Ask questions and make them listen to each other. You are not allowed to suggest any solutions and you cannot propose any actions to them. In the end they should make decisions about the solution.

- **(Scenario 4) Ballet dancers**

You are a group of ballet dancers in a local school club. You practise classical dances and love classical music, which are both part of the

tradition and prominent history of your school. Every year you and your group want to take part in a national school dancing championship. You have never qualified and this year may be the last chance for you to pursue your dreams. According to the rules, you need to choose a date for a performance that will be watched by a special jury. You chose May 15th because it coincides with a big school festival so you can be sure that you will have a full audience and you can collect some money to enable you to travel to the next round of the competition, which will take place in the capital. Also in previous years, you were performing during this day. **There is place only for one artistic performance during the festival.** You have been working very hard on your performance, many of you are planning a career in the arts in the future and this event is the only way for you to be recognised. **You want to rehearse in the assembly hall beforehand so that your performance is perfect and it is very hard for you to find another time to do that.** Unfortunately, the rock band in the school has different plans and wants to take your place in the rehearsal room and at the festival.

You decided to talk with the other group and solve the conflict.

- **(Scenario 4) Members of a rock band**

You are members of a music band now overseen by a new, young, energetic teacher. For many years you had to perform classical music but now you are finally free to play what you love – rock! Most of you are not popular or even were bullied in the school so this is the big chance for you to finally be cool! You have already formed a band and are planning to give a first big concert for other school students. You want to perform on 15th of May when there is a big school festival and all students gather in the school assembly hall. You are also planning to raise some money for charity as two of your band members are sick and need some medical treatment. **There is place only for one artistic performance during the festival.** **You also want to rehearse in the assembly hall beforehand and you cannot change the time of your rehearsals because some of you live very far from the school and need to get to the rehearsal by bus.** You really want to be there. Unfortunately a ballet dancers group has different plans and wants to take your place in the rehearsal room and at the festival.

You decided to talk with the other group in order to solve the conflict.