

FAQS

Does Mediation Really Work?

Yes! And Often! Although we do not have recent statistics for the Minnesota FEB, the Los Angeles FEB has estimated that over 80% of the mediations performed under their program have resulted in negotiated agreement. Benefits described by participants include more comfort with the other person, willingness to work on the relationship, better communication skills, and ability to separate emotion from information.

How Long Does Mediation Take?

The time of the session depends on the issue and the parties involved. Generally, FEB assisted mediations vary in length between 2- hours. Administratively, mediation often resolves issues in less time than formal grievance processes or EEO counseling.

What is the Difference Between Mediation and Facilitation?

Mediation occurs to resolve a preexisting dispute in which both parties have been unable or unwilling to resolve their dispute on their own.

Mediation is a process of robust negotiation and usually achieves a binding and enforceable agreement.

Facilitation involves parties who are not so much in a dispute as they are in a state of potential dispute and wish to engage in constructive dialogue to achieve a *harmonious* viewpoint.

WHO WE ARE

The concept of Federal Executive Boards (FEBs) was introduced in 1961 by President John F. Kennedy to provide closer coordination of federal agencies outside of Washington, D.C. Today, 28 FEBs exist to aid in the facilitation of networking and integration among such agencies.



OUR 5 MISSION THEMES

- **Communication**
- **Reduce Cost & Improve Efficiency**
- **Facilitate Service Delivery**
- **Partnership with Community Groups**
- **Coordinate Emergency Services**

Federal Executive Board of Minnesota



Free Interagency Mediation Program

For More Information on FEB-MN please visit us at:

<https://minnesota.feb.gov/>

BECOMING A MEDIATOR



YOUR ROLE

The role of the mediator is an important one in ensuring future group success. In order to become a qualified mediator, you must:

- **Be designated** by a participating agency
- **Complete the appropriate forms** regarding education, training, work background, and interest
- **Demonstrate ongoing participating and interest in mediation**, including 6 hours of annual training
- **Complete a minimum of 24 hours of initial formal mediation training**
- **Attend program orientation**
- **Meet established mediation requirements**
 - Completion of 5 or more solo mediations
 - All other applicants must observe an experienced mediator and then complete supervised mediations until approval for individual mediator status
- **Follow specific ethical standards** as outlined in the Shared Neutral Program Handbook

WHAT IS MEDIATION?

Mediation is a process in which an impartial third party assists opposing parties in exploring a mutually-satisfactory resolution to the problem. The mediator does not decide the dispute and has no authority to force to resolve the dispute.



WHY CHOOSE MEDIATION?

Mediation is:

IMPARTIAL, The role of the mediator is to help parties understand each other's positions, interests, and perspectives and assist in helping parties decide if a dispute can be resolved. At all times the decision to settle or impasse the dispute is solely within the hands of the parties.

CONFIDENTIAL, Besides limited legal requirements to report certain types of information, mediation is a confidential process. Mediators may not directly or indirectly disclose information from a session to any party that is not associated with the particular mediation. This also includes information that one party has shared with the mediator in confidence. Confidentiality is critical to the mediation process.

INTERESTED IN USING OUR MEDIATION PROGRAM?

Reasons Why Mediation May Be Helpful to You:

**Involved parties may not quite be confrontational to issue but are communicating in a destructive manner*

**There seems to be no "fix" to a resonant issue*

**A lack of trust resides between parties*

**Emotions continually run high among parties or specific topics of discussion*

What's the Best Part of Our Mediation Program?

THE USE OF THE FEB MEDIATION PROGRAM IS ABSOLUTELY **FREE** TO ALL GOVERNMENT AGENCIES!



To Request Mediation Services, please visit minnesota.feb.gov/programs/shared-neutral-program to fill out an application

To Request Mediation Services, please visit https://minnesota.feb.gov/images/Form_J_2019.pdf to fill out an application