

Join the World's Leading Authority on Conflict Resolution



**Conflict
Resolution
Training**

**Divorce Mediation Programs
Licensing Information Packet for
Training Partners
(US and Worldwide)**

WELCOME

Our world is messy. It is an angry, anxiety-ridden, unhappy place with a toxic culture. Supporting this seemingly unstoppable decline of civilization is a collective deterioration of world mental health, caused by depression, fear, feelings of exclusion and isolation, and a sense of hopelessness or powerlessness. Never in history has the need for communication and positive methods of resolving conflict been more crucial.

Even as an eternal optimist, I struggle at times to remain positive and hopeful that this is a temporary period in our history, and our world culture will improve over time. Nonetheless, true to my rose-colored view of our world's half full glass of possibilities, there is never a shred of doubt in my mind that, like family, school and workplace culture, world culture can be changed from toxic to healthy. We must simply develop and execute the right solutions.

The realist in me knows that development and execution of the right solutions will take more than a village at this point in our history. We may need two or three villages. But starting with just one person – me – and adding another – you, we have two. Adding just one more gives us three, which is a great place to start, because just the three can create a big ripple, like a droplet of water on a pond, that spreads to another three and thirty and three hundred more. Such is the way our organization's community has grown over the past twelve years. Our one has grown to more than fifty, making ripples that have reached thousands, and through those thousands, hundreds of thousands more.



WELCOME

There are actions, some very big, and some very small, that each of us can and must undertake. We must use our individual and collective talents and abilities to take actions that will improve world culture. Whether this involves using a talent for creating sustainable products, an ability to cultivate more and better food or water supplies for citizens of our planet, developing life-saving vaccines and medical technologies, reversing the damage of climate change, or teaching methods of positive communication and peaceful living among families, schools, and workplaces, we must all step up to share whatever talents and abilities we have, individually and collectively, to create ripples that change our world's culture from toxic to healthy.

I am proud of the passionate and purposeful ways in which our community members collaborate and share their knowledge and expertise with one another, and with everyone they teach. Their genuine openness to sharing their vast experience in fun and creative ways, with humility and grace, is simply inspiring. Through their collaborative efforts, our community members develop and execute actions that create positive ripples every day.

Perhaps you will consider joining us in working toward spreading positive change and culture throughout our world. I hope the following pages provide you with enough information to determine whether you would be interested in joining our community as a Certified and Licensed Training Partner.

If you decide that what we are doing aligns well with your goals and aspirations, we look forward to meeting you personally!

Susan Deveney

CEO - Conflict Resolution Training, Inc



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EXECUTIVE SUMMARY

Conflict Resolution Training (CRT) is a continuing education, professional development, and talent development training organization that specializes in teaching and promoting effective methods of resolving conflict. CRT is the only national training organization in the United States in this space, offering an array of programs designed to assist families, schools and workplaces in learning and implementing effective methods of conflict resolution, positive communication and social awareness.

CRT is credentialled for the provision of professional continuing education and professional development credits by many professional organizations, including the American Psychological Association, through its sponsor AEI, Bar Associations for attorneys across the U.S., SHRM for Human Resource Professionals, and others, like the International Coaching Federation for professional and executive coaches and consultants.

"The training is superb! Susan is a ton of fun, keeps it lively at all times and is the most generous teacher in terms of attention, kindness and help. I highly recommend this training."

Henry Ortiz, Psychologist
Los Angeles, CA

"One of the best trainings I have attended —speaker, content and relevance to my practice as a way of expanding services.
Loved it!"

Kelley Gemma, LCSW
North Kingstown, RI

CRT has become the world's leading training organization on everything related to mediation and conflict resolution. In addition to comprehensive Certificate Programs in Divorce Mediation, Special Education Mediation, Workplace Conflict Resolution and Facilitation of Elder Care Discussions, CRT, through its Trainers, Training Partners, and community, offers individual programs that are, on their own, or in conjunction with other training modules, intended to provide program attendees with skills that are necessary to achieve conflict resolution success. Courses that fall into this category include: Using Empathy, Social and Emotional Intelligence to Lead Teams and Organizations, Interpersonal Communication Skills, Leading Difficult Conversations, Workplace Mediation, Workplace Facilitation, Conflict De-Escalation, among others.

EXECUTIVE SUMMARY

"A training by someone of this level of expertise is rare. I am very fortunate to have experienced this powerful and empowering workshop."

Lori Silvaggio, Ph.D.
Emeryville, CA

CRT is often asked by program participants if its training programs can be licensed. Given increasing demand for programs that help people resolve conflict in families, schools and workplaces, and the need for additional trainers, licensing of CRT programs has become a reality. CRT has created its first, pilot licensing opportunity for a select number of individuals or organizations to begin presenting its training programs in a number of geographic areas.

The first set of training programs for which CRT is offering a license to teach are its comprehensive, 4-day Divorce Mediation Certificate Training Program and its 1-day Introduction to Divorce Mediation Training Program. The 4-day program has been taught for more than twelve years to thousands of professionals from all U.S. states and from countries outside of the U.S., including Greece, the United Kingdom, Brazil, Jamaica, Costa Rica and others. The 1-day program is the first of its kind, offering an Introduction to the topic of Divorce Mediation, to those who work in any capacity with clientele affected by divorce, or anyone interested in the topic for their own, familial or other interests.

The following pages describe the two Divorce Mediation Training Programs that are packaged together in CRT's initial Pilot License Offering, explain the scope of the license and its earning potential for licensees, list the steps that prospective licensees should take to apply, and the criteria CRT will use in the selection of licensees of this program, and outline the timeline for the onboarding of licensees, which will begin in Fall 2023.

CRT licensees will be provided with extensive and unparalleled training and support, materials that have been vetted and acclaimed for years, a salable book that licensees can offer to program participants to add even more revenue to their mediation training programs (99% of program participants purchase this resource book) and a step-by-step process for scheduling and delivering the optimum training experience for program participants, all with the goal of having the program maintain its very high satisfaction rating among participants.

Licenses will be available in multiple countries, to individuals and organizations interested in teaching CRT's divorce mediation programs. Licensees who join CRT in this initial pilot offering will have preference for licenses for other mediation and workplace conflict resolution training programs offered by CRT over the course of the next several years.

We hope you find this package informative. If you have any questions, we are always available to answer your questions!

GET TO KNOW US!

2.1 What We Teach

Conflict Resolution Training, Inc. (CRT) is at the forefront of finding effective methods of resolving family conflict, whether in cases of divorce or discussions about increasing challenges in elder care, and in the development of conflict resolution methods that are useful in workplace and educational settings. It has become the world's leading training organization on the topics of Divorce Mediation, Special Education Mediation & Advocacy, Facilitation of Elder Care Discussions, Workplace Conflict Resolution and related skills, such as Social and Emotional Intelligence in the Workplace, Workplace Facilitation & Mediation, Leading Difficult Conversations, Conflict De-escalation and Interpersonal Communication Skills.

Our catalog of programs continues to grow through the collaborative efforts of our faculty partners and under the guidance and direction of our experts in mediation and conflict resolution.

2.2 Who We Teach

We offer training programs to (1) licensed and non-licensed professionals who want to add or grow mediation practices as part of existing psychology, law, finance or other professional practice, and (2) organizations that wish to train leadership, management and employees on better methods of communication and conflict resolution in order to improve organizational culture, employee engagement, retention and job satisfaction, and (3) professional, executive and other coaches and counseling professionals; and (4) to individuals interested in learning conflict resolution techniques.

Our organizational client base includes local, state, and federal government employees and agencies, military personnel, biotechnology and technology companies, banking, transportation, nonprofit and for-profit organizations, hospitality and entertainment venues, labor unions and others. We have trained thousands of professionals licensed in psychology, law, medicine, education, and a variety of business disciplines.

Unlike other training companies, our participants share their first and last name, profession and location. In other words, our testimonials are from real people. Here is a typical sample of comments from our program participants:

"This Divorce Mediation Training exceeded my expectations! Excellent! I feel comfortable starting as a divorce mediator."

Carla Brice Ross, LPC
Atlanta, GA

"Great training!, worth it completely! I feel like I totally have the tools and confidence needed to get started."

Rosie Gianforte, LCSW
Chicago, IL

"This training is a valuable educational experience that will provide anyone with a concrete base to expand their practice."

Lorraine Gonzalez, LCSW
Brooklyn, NY

GET TO KNOW US!

2.3 Where We Teach

As the need for effective methods of communication and conflict resolution increases throughout our world, we presently find ourselves in need of excellent training partners across the globe, to help us continue to broaden our efforts to spread our knowledge and expertise to families, schools and workplaces that need tools for overcoming conflict. Meeting this challenge permits us to do our part, collaboratively and individually, to improve the culture of our world.

We have taught our programs within the United States until recently. Organizations, Licensed Professionals and Individuals with interest in learning more about conflict resolution have traveled to the United States to participate in our programs. We are very excited about our next phase of expansion - bringing these programs to other countries for the first time - through our Licensed Trainers.



United States
Canada
Mexico
Costa Rica
Jamaca

United Kingdom
Italy
Greece
Austria
Switzerland

China
Australia
New Zealand

GET TO KNOW US!

2.4 Our Core Values

The strength of our common core values allows us to harmoniously work together as a community toward achievement of our goals. These values, supported by everyone in our organization, regardless of role, are depicted in the following graphic.

Optimism - We have a positive vision of our mission and are excited about the future of our work and our team. Our glass is always half full.

Authenticity - We are not afraid to be our true selves and we have genuine respect for the true selves of others. We are all here to contribute our strengths to our vision and our goals.

Integrity - We strive to do the right thing, always being honest and truthful in our actions. We treat one another with respect and dignity and believe that every member of our team makes a valuable contribution to our organization.

Responsibility - We meet the expectation of our team that we contribute our best effort to the vision and goals of our organization. We're accountable and dependable.

Resiliency We anticipate and overcome challenges, as individuals and as a team. We have the confidence to see things through despite the risk of rejection or failure.

Humility - Every team member is equally valuable. We actively seek collaboration at every level of our organization with an open mind. There is no space for arrogance here.

Inclusion - We have genuine interest and gratitude for the differences in one another, providing us with better insight and better decisions. We celebrate and nurture one another allowing each individual and the company to excel to their full potential.

Education - We are shamelessly curious and are driven to learn and teach new things. We are open to new experiences or trying to do familiar things differently.

If these values resonate with you, please read on!

MEDIATION AS A FORM OF CONFLICT RESOLUTION

3.1 Mediation Historically

Some of our faculty began offering mediation services to parties involved in lawsuits long before courts acknowledged the mediation process as a viable and valuable alternative to litigation. In its earliest days, mediation was so uncommon, that pioneers in the field often received calls from potential clients for “meditation”. Many judges and attorneys did not understand what mediation was at that time, and they often portrayed mediation as a process inferior to litigation, discouraging litigants from using it. Furthermore, the rise of mediation as an alternative to litigation was seen by some litigation attorneys as a threat to their livelihood, which was, and remains, dependent upon conflict.

3.2 Mediation Today

Over the past two decades, mediation has not only proved a viable and valuable alternative to litigation, **mediation has replaced litigation** as the preferable method for resolving litigation disputes.

In family court divorce cases, **mediation is now mandatory** in all 50 of the United States, and it is mandatory, encouraged and widely used in many other countries as well, including the United Kingdom, Greece, India, Spain, France and Holland to name just a few. This increased requirement for mediation has created an increased need for trained mediators worldwide.

As the preferred method resolving disputes today, mediation is being increasingly used in more than just divorce cases. The U.S. Congress has demonstrated its support of mediation over litigation in special education cases, making the availability of mediation in special education cases a precondition to state funding. Organizations of all types and sizes are incorporating mediation and other conflict resolution techniques into their strategies for developing more engaged and productive workplaces, and as a method of attracting and retaining the top talent for which they compete. An aging population has presented challenges for caregivers, family members and health care providers, much of which has led to conflicts that need to be resolved in order to provide elders with the best possible circle of care in the latter years of their lives.

Conflict Resolution Training is at the forefront of worldwide training of mediators who can provide amicable pathways toward resolution of all of these issues and more. Our top tier trainers teach new and experienced mediators in many geographic locations, and attract participants from many other locations. Our training and development of professional mediators enable us to fulfill our goal of helping to meet growing worldwide demand for effective methods of resolving conflict in any type of setting.

MEDIATION AS A FORM OF CONFLICT RESOLUTION

3.3 Divorce Mediation - A Growing Worldwide Need

The requirement of mediation in divorce cases has increased the need for competent divorce mediators worldwide. This presents an excellent and expanding opportunity to generate business income for mediators. While legal and mental health professionals are frequent participants in divorce mediation training sessions, there is no requirement that a mediator be a legal or mental health professional. This means that the opportunity to be trained as a mediator is open to everyone.

Mediation is a process preferable to litigation in divorce cases for a number of reasons. It allows divorcing spouses to make their own decisions about how they will care for their children, divide their assets and liabilities and engage in positive future interactions with one another without hostility. With a skilled mediator, the process is far less acrimonious than litigation, almost always costs substantially less than litigation, and is far less stressful (emotionally and financially) than the process of litigation.



Mediation is private and confidential, unlike court proceedings, which take place in courtrooms open to the public. Mediation is conducted in the privacy of the mediator's office. And it is conducted in a manner that suits the spouses' timetable, not the convenience of courts and divorce attorneys.

Our era of escalating conflict has fueled a rapidly growing demand for more conflict resolution specialists. Mediators are on the forefront of satisfying this need to find effective and less adversarial methods of resolving conflict. Mediators are needed more than ever to assist families and spouses throughout the world.

CRT'S FOUR DAY (35-HOUR) DIVORCE MEDIATION CERTIFICATE PROGRAM

Conflict Resolution Training, Inc. (CRT-US) is the only training company that offers a Divorce Mediation Certificate Program nationwide in the United States and internationally. Further, the program is the only divorce mediation program that teaches its students how to mediate divorce cases in any state within the United States, regardless of where they live, are licensed, or where they take the course. Through its International Licensing Program, Conflict Resolution Training is now opening licenses to Certified Training Partners that will allow CRT-trained mediators to mediate divorce cases in any country. No other divorce mediation training program can make this claim.

4.1 Purpose and Goals

The purpose of the Divorce Mediation Certificate Program is to increase the number of properly trained divorce mediators who can bring unnecessary, anxiety-provoking, extraordinarily expensive and divisive litigation to an end in divorce cases. The goal of the program is to provide an exceptional learning experience for all program participants, so that even participants who will not go on to practice as divorce mediators feel that they leave the program with a wealth of valuable information.

4.2 Who attends CRT's Divorce Mediation Certificate Program?

Psychologists, attorneys, paralegals, social workers, licensed marriage and family therapists, professional counselors, certified divorce financial analysts and other finance professionals, divorce coaches and divorce counselors and individuals with a personal interest in learning about divorce and divorce mediation attend this program. There is no requirement that a participant hold a college or advanced degree, although many program participants do.



CRT'S FOUR DAY (35-HOUR) DIVORCE MEDIATION CERTIFICATE PROGRAM

4.3 Curriculum Highlights

Day 1 [Sessions 1 & 2] Foundations & Process

Starting with an understanding of what Mediation is and isn't, participants learn every step of the Mediation Process and how to guide Divorce Mediation clients toward fair and equitable agreements.

Day 2 [Sessions 3 & 4] Essential Skills & Issues

Participants learn the essential skills and fundamental principles of highly effective mediators, and all of the issues that divorcing spouses need to address in order to be granted an uncontested divorce.

Day 3 [Sessions 5 & 6] Agreements & Application

Participants learn, step by step, how to put the agreements reached in mediation into a written document for their clients, applying all they've learned in exercises and assignments.

Day 4 [Sessions 7 & 8] Ethics, Liability Issues and Conflicts of Interest - Getting Started as a Mediator

Participants learn more about the psychology of mediation, ethics, potential conflicts of interest, how to avoid legal liability when acting as a Mediator, and how to prepare for accepting mediation cases, as part of an existing practice, or as a new mediation business.

4.4 Continuing Education Credits

This program has been approved for 35 Continuing Education Credits for Psychologists and other mental health professionals, and approved for Continuing Legal Education Credits through State Bar Associations. These credits are usually enough to satisfy three years of education requirements for these licensed professionals.

CRT'S FOUR DAY (35-HOUR) DIVORCE MEDIATION CERTIFICATE PROGRAM

4.5 Program Learning Objectives

At the conclusion of this program participants will be able to:

- Describe what divorce mediation is and define the role of divorce mediator.
- Distinguish mediation from other forms of conflict resolution.
- Determine when divorce mediation is, and is not, appropriate for divorcing couples.
- List the three principles that guide successful mediators in helping clients reach agreement on the issues that need to be resolved in divorce.
- Guide divorcing spouses in the creation of a parenting plan with a view toward the best interest of the children of the family.
- Provide guidance to divorcing spouses on the calculation of child support obligations.
- Utilize techniques for minimizing, avoiding, and breaking impasse.
- Write Memoranda of Understanding on behalf of divorce mediation clients.
- Assist clients in resolving deadlocks and disagreements through conciliation, empathy and cooperation.
- Describe best practices to guard against legal liability and how to avoid conflicts of interest and thereby professional malfeasance.
- Plan when and how to introduce legal, financial, mental health and other professionals to divorce mediation clients when such expertise is needed.
- Provide divorce mediation services as part of a mental health practice or as a separate divorce mediation practice.
- Mediate all aspects of a divorce case from beginning to end, using experts as resources when necessary.
- Teach divorcing spouses about the issues the family court requires them to address once they have decided to divorce.
- Assist divorcing spouses in reaching fair and amicable resolution of all of the issues the family court requires them to address, considering options available to them when doing so.

CRT'S FOUR DAY (35-HOUR) DIVORCE MEDIATION CERTIFICATE PROGRAM

4.6 Flexibility in Delivery

While there are a number of logistical requirements that should be adhered to in order to ensure the best possible learning experience for all program participants, the Divorce Mediation Certificate Program has been developed in a way that enables presentation in on-site or online formats. The program can be taught in training blocks over a period of four consecutive days, two weekends, a format that encompasses eight weekly online segments, and other combinations.

4.7 Program Materials

Extensive materials are included with the program license. These materials have been vetted and acclaimed by program participants. Materials include:

- [The Divorce Mediation Certificate Program Instructor's Manual](#)
- [The Divorce Mediation Certificate Program Student Manual](#)
- [The Mediator's Guide to Writing Memoranda of Understanding](#), a salable reference book purchased by virtually all program participants, which adds to licensee program revenue
- The complete set of PowerPoint Presentations for all four training days
- Role play exercises
- Group and individual exercises
- All administrative forms necessary for running the program (rosters, attendance sheets in proper format for Continuing Education submission, Divorce Mediator Certificates, seating charts, and more.)
- A toolkit that includes a Rubric and Scripts for securing the best possible training locations and logistics for maximum program success.

CRT'S FOUR DAY (35-HOUR) DIVORCE MEDIATION CERTIFICATE PROGRAM

4.7 Program Materials (Continued)

Instructor's Manual for the Divorce Mediation Certificate Program

This is the Manual used by CRT Faculty and Licensed Training Partners when presenting the DMCP to participants. It contains extensive scripts, information, tips and suggestions on how to teach and run the program with success.

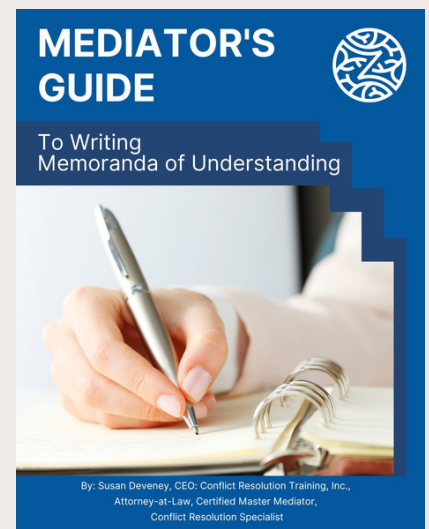


The Divorce Mediation Certificate Program Student Manual

This book is provided to all DMCP participants as part of their tuition, and is used on all four days of the DMCP. It contains the Program Slide Deck with space for note taking, articles, reading recommendations, homework assignments, forms and a comprehensive glossary to help students start down the path of understanding divorce world vernacular and processes.

The Mediator's Guide

This indispensable resource manual, which sells for \$62 USD, and is purchased by virtually all DMCP students, is used by Divorce Mediators when working with divorcing spouses. Graduates report using this manual in every case, even ten or more years after completing the program. It provides guidance, tips, scripts and sample Memoranda of Understanding, and covers all of the issues that spouses have to address in order to end their marriage relationship without acrimony or divisive litigation.



CRT'S FOUR DAY (35-HOUR) DIVORCE MEDIATION CERTIFICATE PROGRAM

4.8 How the Divorce Mediation Certificate Program Became the World's Leading Training Program for Divorce Mediators

A CRT Divorce Mediator Certificate is recognized as an excellent achievement of successful completion of a comprehensive course in divorce mediation.

CRT program graduates are able to mediate cases immediately upon program completion, in any U.S. state, and in any country the program is offered in the world.

There is no supervision, testing, further credentialing or approvals required by any court or governing body after completing the program.

The program tuition is tax deductible for anyone who does divorce mediation work after graduating from the program.

The program has provided the maximum allowed continuing education credits to professionals who need education credits to maintain their licensed status within their field of work, since its inception.

Materials are extensive and vetted.

Participants rave unabashedly about the course - often in videos.

An Advanced Divorce Mediation Program is offered to CRT graduates (at a discount) and other mediators, who are ready to digest deeper knowledge of financially and/or legally challenging divorce cases.

4.9 Who can Deliver the Program?

CRT Licensed Training Partners are accomplished professionals with advanced training experience. While there is no requirement that a CRT Licensed Faculty Partner hold any particular academic degree, you will see from our list of Faculty Partners that most have achieved great success in their careers. Despite their lofty accomplishments, CRT Licensed Training Partners share the Core Values that guide the CRT organization as a whole, particularly our Core Value of Humility. They, like CRT, believe that every CRT stakeholder, whether top leadership, part-time intern, clients or education partners, have something special to contribute to our mission, and input from all of us is critical to the achievement of our goals.

CRT'S ONE DAY (8 HOUR) INTRODUCTION TO DIVORCE MEDIATION WORKSHOP

5.1 Purpose and Goals

The One Day Introduction to Divorce Mediation Workshop is an abbreviated version of the Four Day Certificate Program. While the purpose and goals of this Introductory Program are similar to that of the comprehensive certificate program, it is intended for those who work with individuals or families impacted by divorce.

This program is an exciting new course offering for CRT. It takes place over the course of one day and offers continuing education credits. It does not have assignments or role play exercises. It is perfect for the professional who wants to understand more about how best to work with families touched by the painful life event of divorce.

Attendees leave this program with a clear understanding of the differences between litigation and mediation in the divorce context, as well as knowledge about all of the issues that divorcing spouses need to address in order to obtain an uncontested divorce.



5.2 Who Attends the Introduction to Divorce Mediation Program?

Attendees of this Introductory Program are not necessarily interested in becoming divorce mediators, but are interested in understanding aspects of divorce that their clientele will be managing as they move down the path of ending their marriage relationship.

Some attendees will participate in this program as a precursor to registering for the comprehensive 35-hour certificate program. They want to understand what it will take to become a divorce mediator before committing to the 35 hour certification training.

Organizations that provide services to divorcing spouses and/or their families, such as social work agencies, therapy practices, religious organizations, divorce document preparation companies, divorce coaching, financial consulting firms, and others will find this quick, one-day training valuable for their members, clients and employees.

CRT'S ONE DAY (8 HOUR) INTRODUCTION TO DIVORCE MEDIATION WORKSHOP

5.3 Curriculum Highlights

Morning Session Foundations & Process

Participants are introduced to mediation as a form of conflict resolution that is often used by spouses who want to end their marriage relationship. They begin to discover the nature of the work performed by mediators, in the context of divorce, that is integral to the divorce mediation process, and upon which the success of mediation relies.

Participants are taught the significance of properly coordinating logistics before and during mediation in order to increase the likelihood of a successful divorce mediation. Logistics related to when, where, who and how are discussed.

Afternoon Session Essential Skills & Issues

All of the issues pertaining to assets, liabilities, income and expenses, as well as health, dental, auto and life insurance policies that must be addressed by divorcing spouses are presented and discussed. The roles played by professionals in the mediation process: attorneys, finance professionals, mental health professionals and others are introduced.

Participants learn that mediation is not always appropriate or effective in divorce cases. Instances in which the process of mediation cannot be used is presented and discussed.

5.4 Continuing Education Credits

This program will be approved for eight (8) Continuing Education Credits for Psychologists and other mental health professionals, and will be approved for Continuing Legal Education Credits through State Bar Associations. These credits are usually enough to satisfy a significant portion of required educational credits for these professionals.

Most one-day continuing education programs offer only five (5) or six (6) Continuing Education Credits. Eight (8) Continuing Education Credits in a single day will attract more participants who seek credits for maintenance of their professional licenses.

CRT'S ONE DAY (8 HOUR) INTRODUCTION TO DIVORCE MEDIATION WORKSHOP

5.5 Program Learning Objectives

At the conclusion of this program participants will be able to:

- Describe what divorce mediation is, and define the role and responsibility of the divorce mediator.
- Contrast the three different conflict resolution processes used in divorce cases
- Distinguish mediation from litigation with specificity, including where these forms of conflict resolution intersect and diverge
- Understand different styles of mediation and the pros and cons of using each
- Identify the skills that increase likelihood of success in divorce mediation cases
- Describe the circumstances in which mediation is not appropriate in divorce cases.
- List and describe all of the issues that divorcing spouses need to address in order to obtain an uncontested divorce.
- Provide basic guidance to individuals and divorcing spouses on how divorce mediation works
- Locate relevant experts and resources for divorcing individuals and spouses
- Know the requirements that are needed to be a successful divorce mediator and begin a divorce mediation practice.



CRT'S ONE DAY (8 HOUR) INTRODUCTION TO DIVORCE MEDIATION WORKSHOP

5.6 Flexibility in Delivery

Like the comprehensive 35-hour Divorce Mediation Certificate Program, the Introduction to Divorce Mediation Program has been developed in a way that enables presentation in on-site or online formats. Best taught over the course of a single day, the program can be taught over a weekend, or in a format that encompasses two weekly 4-hour online segments.

5.7 Program Materials

All materials necessary for the Introduction to Divorce Mediation Program are included with the program license. These materials include:

- [The Divorce Mediation Certificate Program Manual](#) (for Participants and Instructors)
- The complete set of PowerPoint Presentations for all four training days
- All administrative forms necessary for running the program (rosters, attendance sheets in proper format for Continuing Education submission, Program Completion Certificates, seating charts, and more.)
- A toolkit that includes a Rubric and Scripts for securing the best possible training locations and logistics for maximum program success.

5.8 Who can Deliver the Program?

Anyone who is able to deliver the Comprehensive Divorce Mediation Certificate Program will be able to deliver this Introduction to Divorce Mediation Program. Additionally, trainers or training companies looking for an abbreviated, one-day course offering will be able to deliver this program.

CRT has extremely high expectations for this program's performance, but since it is a new offering, it will be included in the initial fifteen pilot licenses for the Divorce Mediation Certificate Program, at no additional licensing fee.

BECOMING A LICENSED TRAINING PARTNER

6.1 Who are our Licensed Partners?

CRT grants licenses to teach its programs to Individual Trainers and Organizations. The essential qualities of our ideal licensed training partners include:

Expertise and Experience

CRT has had the great fortune of receiving high praise for its training programs, training partners and incredible training support staff. To continue our recognition as the world's leading training company, it is important for us to select like-minded training partners. CRT will license and develop training partners who place a high value on excellent performance, and share our genuine desire to provide the best possible training experience for every one of our program participants.

Ambitious Learners

As a group, we are always interested in learning something new. We learn a lot from one another, and we learn from, and share with, others outside our organization. We are always interested in finding ways to improve upon what we already do.

Creative Thinkers

The very best mediators are problem solvers who have the gift of thinking creatively. They see options and opportunities when others cannot. The same is true of top tier educators. CRT is interested in connecting with, developing and collaborating with individuals with the ability to think creatively.

Passionate and Purposeful Individuals and Organizations

CRT training partners, whether they be individuals or organizations, take our common mission and goals seriously. While we find joy in what we do every day, and inspiration from the people with whom we collaborate (some say they don't even feel like teaching CRT programs is work,) we never lose sight of what we are trying to contribute and spread in the world. We recognize that resolving conflict in nonviolent and positive ways is critically important to the future infrastructure and fabric of our humanity, and that what we are doing is meaningful and important work.

Humility in Leadership

Whether leading training programs, collaborative efforts with other Training Partners or organizations outside the CRT community, our Faculty and Training Partners, despite their lofty accomplishments, exhibit humility in everything they do. We believe, organization-wide, without exception, that everyone connected to CRT has something of value to contribute to our mission and goals. We solicit, appreciate and acknowledge those contributions on a daily basis. There is no room for arrogance here.

BECOMING A LICENSED TRAINING PARTNER

6.2 Benefits of Becoming a Licensed CRT Training Partner

There are many benefits to becoming a Licensed Training Partner with the world’s leading mediation and conflict resolution training organization. These benefits include:

- Being Certified as a Mediator and Conflict Resolution Specialist. Through your own training as a Licensed Training Partner, you will be certified, which means that you are not only able to teach others to do this work, but you will be able to earn additional income by doing the work yourself as a CRT Certified Mediator and/or Conflict Resolution Specialist.)
- Learning how to run an already highly successful training program
- Presenting the world's leading divorce mediation certificate program, with everything you need out-of-the-box
- Joining and collaborating with an international network of training professionals
- Generating income doing something fun yet purposeful
- Building a sustainable business
- Building your expertise, reputation, and credibility
- Expanding your professional network



BECOMING A LICENSED TRAINING PARTNER

6.3 Scope of Licenses

Geographic Availability

Licenses are granted for available geographic training areas. A list of available Licensed Geographic Areas is continuously updated at:

www.ConflictResolutionTraining.com/Licensing

Geographic Areas are distributed on a first-come basis. No license can be granted for any Licensed Geographic Area until the requirements of onboarding (see Section 8 below) are completed. However, a Licensed Geographic Area may be reserved, pending completion of the Onboarding Requirements.

It is possible for a single licensee to hold licenses to Multiple Licensed Geographic Areas.

The first fifteen (15) Licensees of the Divorce Mediation Certificate Program will be granted a second license for the Introduction to Divorce Mediation Program at no additional license fee. After the first fifteen (15) licenses are granted, subsequent licensees may hold licenses for both programs, but the license fee for the second program will apply.

No Audience “type” Limitations

Licensed trainers will not be limited to any type of audience. Therefore, all of the following individuals and organizations are potential participants in the licensed program(s) within the Licensed Geographic Area:

Attorneys, paralegals, law firms and legal organizations

Psychologists, social workers, professional counselors, psychology and counseling firms, agencies and practices

Divorce Financial Advisors (CDFAs, CFAs, etc...)

Divorce Coaches

Faith-based organizations

Business organizations

Colleges and Universities (graduate psychology and social work programs, e.g.)

Schools

Medical facilities and offices

BECOMING A LICENSED TRAINING PARTNER

6.4 What's Included with a License

Selected Licensees receive:

- Two full and comprehensive weeks of extensive, live training on the world's top Divorce Mediation training program that is nationally accredited for CE credits and provides a Divorce Mediator Certificate
- Certification as a Divorce Mediator from the world's leading authority on Mediation and Conflict Resolution
- Immediate access to vetted, acclaimed training materials that have been delivered to thousands of divorce mediation program attendees since 2010
- A step-by-step process for delivering an optimum training experience for participants, including rubrics and scripts
- Unparalleled ongoing support
- Peer-to-peer support in a collaborative culture
- Membership in CRT's International Mastermind Trainers Council that provides collaboration, brainstorming and support from peers world-wide.



THE FINANCIAL OPPORTUNITY

7.1 Earning Potential

The formula for determining earning potential for the Divorce Mediation Certificate Program is straight-forward. Tuition for this program, combined with reference book sales for just 60 students per year is ninety-nine thousand four hundred and twenty (\$99,420) USD per year. Additional training sessions for the Introduction to Divorce Mediation program at just 60 students per year will allow additional earnings of twenty-three thousand, seven hundred (\$23,700) USD.

7.2 Cost of License

License fees vary by type and geographic location(s), but run from \$12,500 USD per year to \$15,000 USD per year. Licensees approved for multiple licenses may receive a discount, based upon availability and geographic area.

7.3 Return on Investment

The return on a licensee's investment in a CRT Program License will vary by licensee and the effort put into success. But a conservative example of achieving an ROI of 252%, is as follows:

<u>Annual Gross Revenue per License</u>	\$123,120 USD
(DMCP \$99,420 + IDM \$23,700)	

<u>Expense Range per License</u>	\$24,500 - \$35,000 USD
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While expenses will vary somewhat, dependent upon business decisions made by a Licensee, the following assumptions have been made for purpose of this calculation:

Advertising expense range: \$12,000 - \$15,000 per year

Training Venue Cost, if any: \$0 - \$5,000 per year

Licensing Fee = \$12,500 - \$15,000 per year

<u>Net Revenue/Investment Gain per License</u>	\$88,120 - \$98,620 USD
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Return on Investment: 251.77% - 402.53% per year

ONBOARDING STEPS FOR LICENSEES

1

Attend an Information Meeting

The first step to becoming a CRT Program Licensee is to attend an Information Meeting, at which the information in this packet will be reviewed and questions answered. You can secure a seat in an upcoming Information Meeting using this link:

<https://calendly.com/sdeveney/licensing-info-meeting>

Submit an Application with your preferred training area

If, after reviewing this Information Packet and attending an Information Meeting, you believe that you want to pursue becoming a CRT Program Licensee, submit the CRT Licensee Application, which you will find here:

<https://forms.gle/oqsCkttExx4c8cnZ8>

2

3

Individual Meeting

CRT's Licensee Review Team will contact you after receipt and review of your License Application to schedule a private meeting, at which you and we can get to know one another better and answer any final questions.

Experience the Program

If you remain interested in obtaining a CRT Program License after your private meeting, you will be able to experience the training program you will be licensing, live, in a number of locations. The dates for which extra training for licensees will be offered in 2023 include the following:

Chicago, IL October 16 - 20, 2023

Houston, TX November 27 - December 1, 2023

Santa Barbara, CA December 4 - 8, 2023

4

5

Enter the Licensee Training Program

If, after experiencing the class, you believe that the training program is one you can deliver well, and you want to begin Licensee Training, you will be invited to stay for an additional day of training, to begin delving into the intricacies of scheduling, running, marketing and delivering your licensed program so that you can begin your journey to building a successful, sustainable training business.

LET'S GO!

Thank you for your interest in joining the world's leading mediation and conflict resolution training organization. We look forward to sharing a long, meaningful and prosperous relationship. Let's go!

*Thank
you!*

