

**40 HOURS TRAINING PROGRAMME ON “THE CONCEPT AND TECHNIQUES OF MEDIATION”
FOR COMMERCIAL COURT JUDGES IN THE CADRE OF DISTRICT JUDGES**

VENUE:

**(LECTURE HALL NO.1, GROUND FLOOR, ACADEMIC AND ADMINISTRATIVE BUILDING,
GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 1 -27-01-2026-TUESDAY (Lecture Hall No.1)

NAME OF THE RESOURCE PERSONS:-

- 1. MS. PUSSHP GUPTA SR. TRAINER**
- 2. MR. AMAR BHATT**
- 3. MR. NISHANT LALKIYA**

TIME	TOPICS
09.30 am to 09.50 am	REGISTRATION
09.50 am to 10:00 am	PRAYER
10.00 am to 10.30 am	INTRODUCTION
10.30 am to 11.45 am Session 1	Ground Rules Learning and Training 1. Learning 2. Principles of Learning 3. Adult Learning 4. Training 5. Mediation Training
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 01.45 pm Session 2	CONFLICT: (i) Perception (ii) Conflict: Definition & Causes (iii) Management & Resolution
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm Session 3(i)	Role Play-1 (Savitri V. Lokesh)
03.15 pm to 04.00 pm Session 3(ii)	Historical Perspective of ADR: Its Relevance with special reference to : (1) Section 89 CPC: Types of ADR (2) COMMERCIAL COURTS ACT, 2015
04.00 pm to 04.15 pm	TEA BREAK
04.15 pm to 05.00 pm Session 4 (i)	MEDIATION: (1) Definition & Components (2) Difference between: (3) Mediation & Judicial Process (4) Benefits of Mediation
05.00 pm to 05.45 pm	NEGOTIATION EXERCISE-STRIPED TURTLE/PLANT
05.45 pm to 06.00 pm	Q and A -INTERACTIVE SESSION

**40 HOURS TRAINING PROGRAMME ON “THE CONCEPT AND TECHNIQUES OF MEDIATION”
FOR COMMERCIAL COURT JUDGES IN THE CADRE OF SENIOR CIVIL JUDGES**

**(LECTURE HALL NO.2, GROUND FLOOR, ACADEMIC AND ADMINISTRATIVE BUILDING,
GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 1 -27-01-2026-TUESDAY (Lecture Hall No.2)

NAME OF THE RESOURCE PERSONS:-

- 1. MR. V. K. BANSAL SR. TRAINER**
- 2. MS. PRIYADARSHINI VAKIL**
- 3. MR. PITAMBAR ABHICHANDANI**

TIME	TOPICS
09.30 am to 09.50 am	REGISTRATION
09.50 am to 10:00 am	PRAYER
10.00 am to 10.30 am	INTRODUCTION
10.30 am to 11.45 am Session 1	Ground Rules Learning and Training 1. Learning 2. Principles of Learning 3. Adult Learning 4. Training 5. Mediation Training
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 01.45 pm Session 2	CONFLICT: (i) Perception (ii) Conflict: Definition & Causes (iii) Management & Resolution
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm Session 3(i)	Role Play-1 (Savitri V. Lokesh)
03.15 pm to 04.00 pm Session 3(ii)	Historical Perspective of ADR: Its Relevance with special reference to : (1) Section 89 CPC: Types of ADR (2) COMMERCIAL COURTS ACT, 2015
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05.00 pm to 05.45 pm	NEGOTIATION EXERCISE-STRIPED TURTLE/PLANT
05.45 pm to 06.00 pm	Q and A -INTERACTIVE SESSION

**40 HOURS TRAINING PROGRAMME ON “THE CONCEPT AND TECHNIQUES OF MEDIATION”
FOR COMMERCIAL COURT JUDGES IN THE CADRE OF DISTRICT JUDGES**

VENUE:

**(LECTURE HALL NO.1, GROUND FLOOR, ACADEMIC AND ADMINISTRATIVE BUILDING,
GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 2 -28-01-2026-WEDNESDAY (Lecture Hall No.1)

NAME OF THE RESOURCE PERSONS:-

- 1. MS. PUSHP GUPTA SR. TRAINER**
- 2. MR. AMAR BHATT**
- 3. MR. NISHANT LALKIYA**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am Session 1 (i)	Recapitulating Day 1
10.30 am to 11.45 am Session 1 (ii)	Mediation Process & Stages A. Introduction B. Joint Session Purpose & Use
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 12.45 pm Session 2 (i)	Mediation Stages continued C. CAUCUS D. Closing (i) Settlement (ii) Non-Settlement (iii) Settlement Drafting
12.45 pm to 01.45 pm Session 2(ii)	Communication A. Definition & Process B. Effective and ineffective Communication C. Types & Modes of Communication a. Verbal Communication b. Non-verbal Communication
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm Session 3(i)	ROLE PLAY-3 (RAM V SUNIL) ROLE PLAY-4 (RAMLAL V MANAGEMENT OF ROLLING SHUTTER COMPANY)
03.15 pm to 04.00 pm Session 3(ii)	D. Barriers to communication E. Communication in Mediation
04.00 pm to 04.15 pm	TEA BREAK
04.15 pm to 05.45 pm Session 4 (i)	COMMUNICATION SKILLS (1) Active Listening a. Paraphrasing b. Summarising c. Neutral reframing d. Setting an agenda (2) Body Language (3) Questions (4) Empathy with neutrality
05.45 pm to 06.00 pm Session 4 (ii)	Q and A -INTERACTIVE SESSION

**40 HOURS TRAINING PROGRAMME ON “THE CONCEPT AND TECHNIQUES OF MEDIATION”
FOR COMMERCIAL COURT JUDGES IN THE CADRE OF SENIOR CIVIL JUDGES**

**(LECTURE HALL NO.2, GROUND FLOOR, ACADEMIC AND ADMINISTRATIVE BUILDING,
GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 2 -28-01-2026-WEDNESDAY (Lecture Hall No.2)

NAME OF THE RESOURCE PERSONS:-

- 1. MR. V. K. BANSAL SR. TRAINER**
- 2. MS. PRIYADARSHINI VAKIL**
- 3. MR. PITAMBAR ABHICHANDANI**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am Session 1 (i)	Recapitulating Day 1
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02.30 pm to 03.15 pm Session 3(i)	ROLE PLAY-3 (RAM V SUNIL) ROLE PLAY-4 (RAMLAL V MANAGEMENT OF ROLLING SHUTTER COMPANY)
03.15 pm to 04.00 pm Session 3(ii)	D. Barriers to communication E. Communication in Mediation
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04.15 pm to 05.45 pm Session 4 (i)	COMMUNICATION SKILLS (1) Active Listening a. Paraphrasing b. Summarising c. Neutral reframing d. Setting an agenda (2) Body Language (3) Questions (4) Empathy with neutrality
05.45 pm to 06.00 pm Session 4 (ii)	Q and A -INTERACTIVE SESSION

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FOR COMMERCIAL COURT JUDGES IN THE CADRE OF DISTRICT JUDGES**

VENUE:

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GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 3 -29-01-2026- THURSDAY (Lecture Hall No.1)

NAME OF THE RESOURCE PERSONS:-

- 1. MS. PUSSHP GUPTA SR. TRAINER**
- 2. MR. AMAR BHATT**
- 3. MR. NISHANT LALKIYA**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am	Recapitulating Day 2
10.30 am to 11.45 am	NEGOTIATION a. Definition b. Negotiation Styles (i) Competitive (ii) Accommodative (iii) Avoiding (iv) Compromising (v) Collaborative c. Negotiation Skills
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 1.45 pm	Negotiation Exercise – Striped Turtle d. Barriers to Negotiation 1. Strategic Barrier 2. Principal & Agent barrier 3. Cognitive Barrier 4. Psychological Barrier 5. Reactive Devaluation 6. Role of Mediator in Negotiation
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm	ROLE PLAY
03.15 pm to 04.00 pm	BARGAINING & ITS TYPES a. Positional b. Distributive c. Interest based d. Integrative
04.00 pm to 04.15 pm	TEA BREAK
04.15 pm to 05.30 pm	ROLE PLAY

**40 HOURS TRAINING PROGRAMME ON “THE CONCEPT AND TECHNIQUES OF MEDIATION”
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**(LECTURE HALL NO.2, GROUND FLOOR, ACADEMIC AND ADMINISTRATIVE BUILDING,
GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 3 -29-01-2026- THURSDAY (Lecture Hall No.2)

NAME OF THE RESOURCE PERSONS:-

- 1. MR. V. K. BANSAL SR. TRAINER**
- 2. MS. PRIYADARSHINI VAKIL**
- 3. MR. PITAMBAR ABHICHANDANI**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am Session 1 (i)	Recapitulating Day 2
10.30 am to 11.45 am Session 1 (ii)	BARGAINING & ITS TYPES a. Positional b. Distributive c. Interest based d. Integrative
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 12.45 pm Session 2 (i)	ROLE PLAY – (MOHAN V SOFT DRINK) NEGOTIATION a. Definition b. Negotiation Styles (vi) Competitive (vii) Accommodative (viii) Avoiding (ix) Compromising (x) Collaborative c. Negotiation Skills
12.45 pm to 01.45 pm Session 2(ii)	NEGOTIATION (contd...) Barriers to Negotiation a. Strategic Barrier b. Principal & Agent barrier
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm Session 3(i)	ROLE PLAY – (RAM V SUNIL)
03.15 pm to 04.00 pm	
04.00 pm to 04.15 pm	TEA BREAK
04.15 pm to 05.45 pm Session 4 (i)	IMPASSE A. Definition & Causes B. Emotional Impasse C. Substantive Impasse D. Procedural Impasse Stages of Impasse & Mediator’s reflections
05.45 pm to 06.00 pm Session 4 (ii)	Q and A -INTERACTIVE SESSION

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STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 4 -30-01-2026- FRIDAY (Lecture Hall No.1)

NAME OF THE RESOURCE PERSONS:-

- 1. MS. PUSSHP GUPTA SR. TRAINER**
- 2. MR. AMAR BHATT**
- 3. MR. NISHANT LALKIYA**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am Session 1(i)	Recapitulating Day 3
10.30 am to 11.45 am Session 1 (ii)	IMPASSE (CONTD) MANAGEMENT STRATEGIES; 1. Assessment Strategies a. Reality Testing b. Role Reversal
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 1.45 pm Session 1 (iii)	2. Option Generation Strategies a. Logical Thinking b. Lateral Thinking c. Brain Storming 3. Re-directing Mediation process 4. Use of External Resources 5. Reshape Physical control of Mediation Process 6. Social skills 7. Last Resorts 8. Apology False Impasse and Impasse Avoidance
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm Session 2(i)	ROLE PLAY (ROBBERT V ARUN) ROLE PLAY (MOHAN V SOFT DRINK LIMITED)
03.15 pm to 04.00 pm Session 2(II)	Role of a Mediator Role of Lawyers Role of Parties Role and responsibility of a Referral Judge U/S 89 Civil Procedure Code, 1908
04.00 pm to 04.15 pm	TEA BREAK
04.15 pm to 05.45 pm Session 3(i)	Professional Ethics: A. Ethical Principles for a Mediator: i) Self-Determination ii) Impartiality iii) Conflict of interest iv) Competences v) Confidentiality vi) Quality of Process vii) Recording of Settlement viii) Duties and Third parties
05.45 pm to 06.00 pm Session 3(ii)	Q and A – INTERACTIVE SESSION

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STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 4 -30-01-2026- FRIDAY (Lecture Hall No.2)

NAME OF THE RESOURCE PERSONS:-

- 1. MR. V. K. BANSAL SR. TRAINER**
- 2. MS. PRIYADARSHINI VAKIL**
- 3. MR. PITAMBER ABICHANDANI**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am Session 1(i)	Recapitulating Day 3
10.30 am to 11.45 am Session 1 (ii)	IMPASSE (CONTD) MANAGEMENT STRATEGIES; 1. Assessment Strategies a. Reality Testing b. Role Reversal
11.45 am to 12.00 noon	TEA BREAK
12.00 noon to 1.45 pm Session 1 (iii)	2. Option Generation Strategies a. Logical Thinking b. Lateral Thinking c. Brain Storming 3. Re-directing Mediation process 4. Use of External Resources 5. Reshape Physical control of Mediation Process 6. Social skills 7. Last Resorts 8. Apology False Impasse and Impasse Avoidance
01.45 pm to 02.30 pm	LUNCH BREAK
02.30 pm to 03.15 pm Session 2(i)	ROLE PLAY (ROBBERT V ARUN) ROLE PLAY (MOHAN V SOFT DRINK LIMITED)
03.15 pm to 04.00 pm Session 2(II)	Role of a Mediator Role of Lawyers Role of Parties Role and responsibility of a Referral Judge U/S 89 Civil Procedure Code, 1908
04.00 pm to 04.15 pm	TEA BREAK
04.15 pm to 05.45 pm Session 3(i)	Professional Ethics: A. Ethical Principles for a Mediator: i) Self-Determination ii) Impartiality iii) Conflict of interest iv) Competences v) Confidentiality vi) Quality of Process vii) Recording of Settlement viii) Duties and Third parties
05.45 pm to 06.00 pm Session 3(ii)	Q and A – INTERACTIVE SESSION

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GUJARAT STATE JUDICIAL ACADEMY CAMPUS, HIGH COURT OF GUJARAT, AHMEDABAD)**

DAY 5 -31-01-2026- SATURDAY (Lecture Hall No.1)

NAME OF THE RESOURCE PERSONS:-

- 1. MR. V. K. BANSAL SR. TRAINER**
- 2. MS. PUSSHP GUPTA SR. TRAINER**
- 3. MR. AMAR BHATT**
- 4. MS. PRIYADARSHINI VAKIL**
- 5. MR. PITAMBER ABICHANDAN**
- 6. MR. NISHANT LALKIYA**

TIME	TOPICS
09.55 am to 10:00 am	PRAYER
10.00 am to 10.30 am	Role and responsibility of a Referral Judge U/S 89 Civil Procedure Code, 1908
10.30 am to 11.00 am	Section 12A of the Commercial Courts Act, 2015
11.00 am to 12.15 pm	B. Ethical Principles for Judicial Mediators
	C. Ethical Principles for Advocate Mediators
	Issue Identification-Identifying the underlying issue
12.15 pm to 12.30 pm	INTERACTIVE SESSION
12.30 pm to 01.00 pm	VALEDICTORY FUNCTION
01.00 pm to 02.00 pm	LUNCH