

Date and Time: June 19th 2021,
11:30am – 01:00pm

Memo writer: Franziska Bednarz

Hosts: Anita von Hertel, Sarah
Heiligensetzer, Adrian Thomas

Speaker: Prof. Dr. Shashi Matta
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Title of the Session: Five Big Ides for the Future of Mediation

1. The future doesn't care much for those who try to predict it
 - Ask yourself: Should we be doing it or what instead?
 - The future will be what it will be – it is not possible to predict it
 - People showed resilience in the face of uncertainty with the ability to adapt and thrive even though societies and systems were not prepared for Covid-19 e.g. healthcare in the US, education/ digital in Germany. **Aptitude and ability to adapt is key**
 - Different consulting studies, priorities: 1. **Uncertainty** 2. Concern & Fear (due to losses) 3. Changes in behavior (positive and negative)
 - Tolerance of uncertainty indicated how much an individual is able to tolerate uncertainty in general – we all are different in our tolerance of uncertainty. **It can be trained**
 - Ambiguity is about things unclear in a given situation due to less information or diverging information. Different to uncertainty
 - Those who have a higher tolerance for uncertainty are more resilient, less fearful, are able to cope better, and thrive (Rettie & Daniels 2021)
 - If you are more mindful, you are likely to have a higher tolerance for uncertainty (tools to mindfulness can therefore support to push tolerance) – interact in a positive way
 - **Let's stop predicting the future but figure out how we can thrive in any given situation.**
 - Recent study with 500 mediators worldwide (James Claxton, mediate.com)
2. Truth in crisis. A plant in danger. Back to being human?
 - Our human condition now faces us with a crisis of truth in a systematically polarized (politically, ideologically, culturally) world
 - Beliefs are a new proxy for truth
 - Kluwer Mediation Blog (recommendation)
 - Should it concern a mediator on what the truth is? Your truth – my truth.
 - Mediators find a way forward and common solution despite different perceptions on truth
 - Other crisis is climate crisis: affects everyone, will give rise to more conflict

- Need for mediators will increase

3. Converging research on the skills for the future

- Drivers of change: technological disruption and transformation, climate change, changing demographics, geopolitical forces and crises, new ways of life and society
- “any kind of job is going to have a digital component. It doesn’t mean everyone’s got to be a computer scientist” – Satya Nadella (CEO Microsoft)
- Skills of the future:
 - As per different studies: managing people, communicating, emotional skills, creativity, emotional intelligence, complex problem solving, judgement and decision making, cognitive flexibility, critical thinking, people management, service orientation, coordination with others, ease with technology, ability to embrace change, leadership, ...
 - **1. Creativity 2. Emotional intelligence 3. Critical thinking 4. Problem solving 5. Cognitive flexibility** (shift paradigms, be flexible/ adaptable)

4. Getting equipped for the future as mediators (team activity)

- Think about how you can train yourself to enhance those 5 critical skills
- Cognitive flexibility, critical thinking, problem solving: 5-7 minutes every morning of cognitive exercises (he recommends Lumosity)
- People most successful in life are the ones that bring their authentic self everywhere
- Train yourself to be a generalist and not a specialist → simplest way is to read something that is completely unrelated to you or your interests
- Netflix series “Explained” (but reading is better)
- Creativity is combinatorial clay (Einstein) – requirement: to have a wide palette

5. What you can do now for the future of mediation?

- Awareness on mediation? Talk about mediation, the profession, different aspects – Build the pipeline
- Talk about careers of future, aspects to consider when planning next steps