



THIRD PARTY INTERVENTIONS

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AGENDA

Third-party interventions

Types of third-party interventions

Theories, context & ethical considerations

Conflict transformation

Facilitation , Negotiation, Mediation

Conclusion & Feedback

THIRD PARTY INTERVENTIONS

Involvement of a neutral party in a conflict or dispute between two or more parties.



WHO?

A person or an organisation external to a specific conflict, who intervenes between the conflicting parties to help them with their conflict resolution efforts.



WHAT KIND OF PERSON?

Impartial
Process expert
Content expert
Credibility and a forceful position in society.



WHEN?

Parties don't know each other or not all are identified.
No acceptable forum exists for negotiation. Highly tensed relationship.
Impasse or a deadlock.
Deep rooted conflict and deeply held values are involved.

TYPES

OF THIRD-PARTY INTERVENTIONS

FACILITATION

Focuses on helping the parties communicate effectively and find common ground.

NEGOTIATION

Involves a third party advocating for one of the parties' interests. The objective is to find a resolution that satisfies the needs and concerns of all parties involved.

MEDIATION

A neutral party assisting the conflicting parties in reaching a mutually acceptable agreement.

ARBITRATION

More formal process used when parties have agreed to submit their dispute to a third party and abide by their decision.



THEORIES

OF THIRD-PARTY INTERVENTIONS



SOCIAL EXCHANGE THEORY

- Explains social behavior in terms of the exchange of goods, services, or rewards between individuals or groups.
- Individuals engage in social interactions based on a cost-benefit analysis (maximize rewards, minimize cost)

THEORIES

OF THIRD-PARTY INTERVENTIONS

SOCIAL EXCHANGE THEORY APPLIED TO 3RD-PARTY INTERVENTIONS

COST-BENEFIT ANALYSIS

Used to assess potential outcomes of third-party interventions.

NEGOTIATION AS EXCHANGE

Each party has something that the other wants or needs, and the negotiation process involves finding a mutually beneficial exchange that maximizes each party's rewards.

POWER AS REWARD

Third parties may use their power to influence the negotiation process and gain rewards for themselves or their constituents.

TRUST AS REWARD

Third parties may work to build trust between conflicting parties to facilitate a resolution.

THEORIES

OF THIRD-PARTY INTERVENTIONS



POWER-BASED APPROACH

- Emphasizes the third party's ability to exert influence and leverage to enforce or impose a resolution that favors one party or group over another.
- Assumes that parties are motivated by self-interest and that a balance of power is necessary for achieving a resolution.

THEORIES

OF THIRD-PARTY INTERVENTIONS

POWER APPROACH APPLIED TO 3RD-PARTY INTERVENTIONS

NEUTRALITY THEORY

Third party should maintain impartiality and avoid taking sides in a conflict.

RIPENESS THEORY

Third-party intervention is most effective when the conflict is "ripe" or at a stage where parties are ready and willing to negotiate and seek a resolution.

HUMAN NEEDS THEORY

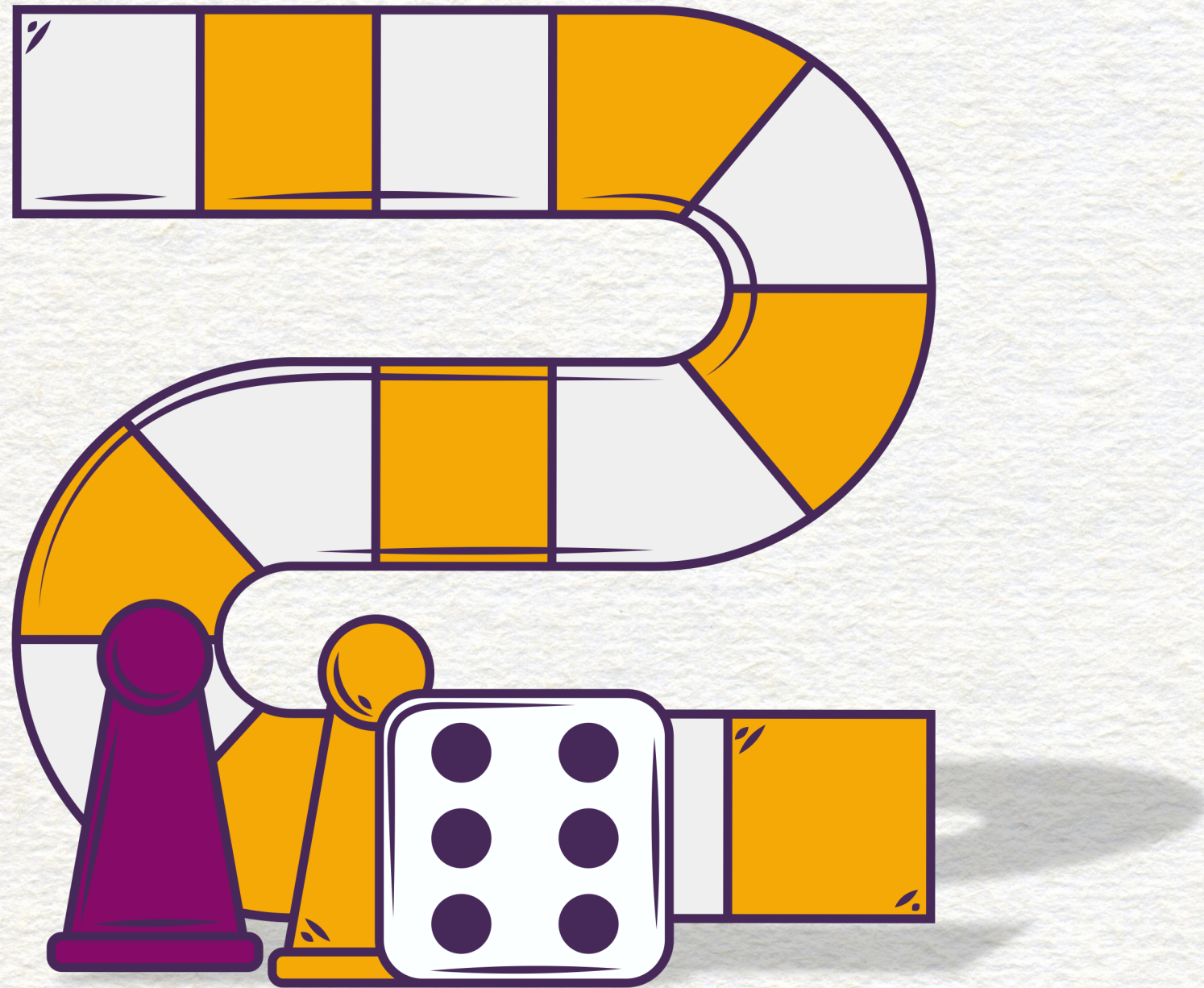
Conflicts arise due to unmet basic human needs. Focuses on addressing these needs..

STRUCTURAL THEORY

Examines the social, economic, and political factors that contribute to conflict and focuses on addressing underlying structural issues.

THEORIES

OF THIRD-PARTY INTERVENTIONS



GAME THEORY

- Mathematical framework: can be used to analyze the conflict dynamics, identify potential strategies, and inform negotiation strategies.
- Encompasses negotiation and other strategic decision-making processes.
- Provides theoretical framework: negotiation is a practical approach within it.

CONTEXT & ETHICS

OF THIRD PARTY INTERVENTIONS

CONTEXT

- Understanding the context of the conflict is essential for effective third-party intervention.

ETHICAL CONSIDERATIONS

- Neutrality and impartiality.
- Consent and legitimacy.
- Confidentiality and trust.
- Cultural sensitivity.
- Long-term impact.
- Continuous evaluation and learning.



Ethical dilemmas may arise when the interests of the parties conflict with the ethical obligations of the third party.

FACILITATION

FOUR Ps

- People - you need to involve.
- Purpose - that needs to be defined.
- Product - that you want to have as an outcome.
- Process - that will be used.

GROUP OWNS CONTENT

- What needs to be accomplished
- Agenda
- Issues
- Decisions
- Action items
- Assignments

FACILITATOR OWNS PROCESS

- How the group works together
- Involvement and participation
- Openness and trust
- Pace
- Equality
- Sequence of task
- Checks and validations
- Keeping people on track



NEGOTIATION



THE PROCESS

- Separate People from the Problem.
- Focus on Interests vs. Positions.
- Develop & Know your BATNA/WATNA.
- Invent Options for Mutual Gain.
- Generate Criteria for Evaluation.
- Evaluate & Select Options.

NEGOTIATION

THE USE OF BATNA

BATNA / WATNA

- Your **B**est/**W**orst **A**lternative **T**o a **N**egotiated **A**greement.
- The choice you make if you conclude that negotiating with the other party is not likely to yield a favorable result.
- Measure of the balance of power.
- Who needs who in order to reach their objectives
- “Walk-in” BATNA.

GAME CARDS

- BATNA changes as you derive information about the interests of other parties.
- Your Walk-in BATNA may be the first cards you are dealt. Your hand may change during the play as new cards are dealt to you (and others). **Your BATNA changes as new cards come into your hand.**
- By looking at BATNA/WATNA as an ongoing, changing measure of negotiation strength, as a mechanism for deciding whether and/or when to quit, we develop a disciplined, informed approach to our negotiations.

MEDIATION

STAGES

INTRODUCTION

Provide Safety

- Greet, seat & introduce parties.
- State goals, emphasize 'voluntary'.
- Describe the mediator's role.
- Describe the process.
- Gain commitment to ground rules.

STORYTELLING

Offer Understanding

- Get A's perspective on the situation and the mediator's summary; identify hopes & concerns.
- Do the same with party B.
- Listen for common ground.

PROBLEM SOLVING

Clarify the Issues

- Identify common concerns & establish common ground.
- Work on one issue at time (easy first).
- Maintain control by using a list of the issues and interviewing each party in turn.
- Move away from the parties' demands and focus on their underlying interests
- Generate options inviting parties to suggest their solutions.
- Evaluate the options together.
- Select options & plan implementation.

AGREEMENT

Seek Sustainability

- Summarize agreements reached.
- Ensure specifics are addressed: who, what, when, where, how.
- Be realistic, clear and simple.
- Maintain balance in the parties' responsibilities.
- Make the sure the agreement is just for all parties.
- Agree on how to handle any further problems that arise.
- Ask the parties for their intent to support the agreement.
- Write the agreement and have parties sign.



MEDIATION

TIPS FOR MEDIATORS



LOOK FOR OPPORTUNITIES TO:

Point out areas of commonality & positive intentions.

Acknowledge hurt, anger & frustration.

Suggest direct dialogue.

Affirm constructive moves and highlight progress made.

CONFLICT TRANSFORMATION

PRINCIPLES

- Seek to understand then to be understood.
- Seek to listen then to be listened to.
- Check your perception and confirm accuracy.
- Trust the process!

DESIGNING STRATEGIES

- Visioning: building and sharing
- Multilevel triangles
- Mapping for entry points
- The Grid
- The Wheel
- Impact mapping

STRATEGY CIRCLE

- Analysis
- Planning
- Implementation
- Evaluation

STRATEGIES

- Envision (Elevate!)
- Integrate multiple dimensions (time, framework...)
- Consider it as a dilemma (and...)
- Generate options (BATNA/WATNA)
- Engage multiple identities (gender, cultural, tribal)

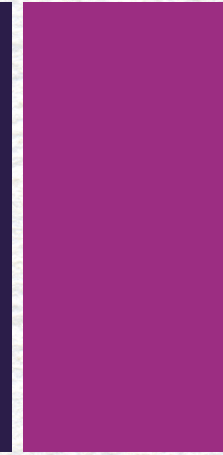


CONFLICT TRANSFORMATION

INNOVATIVE STRATEGIES AND APPROACHES



- Restorative Justice
- Arts-based Approaches
- Technology and Digital Tools
- Local Peacebuilding Initiatives
- Gender and Conflict Transformation
- Environmental Peacebuilding



Thank you



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